

Required Notice Regarding SB 12 Compliance and District Policies

This notice is provided in accordance with Texas Education Code Sections 11.005(c) and 28.0022(h), as required under Senate Bill 12 (SB 12).

What Is Prohibited

Senate Bill 12 prohibits the District, its employees, and its contractors from engaging in or being assigned duties related to diversity, equity, and inclusion (DEI) activities, as defined by TEC Section 11.005. It also restricts certain classroom instruction and activities involving widely debated and currently controversial issues of public policy or social affairs, as governed by TEC Section 28.0022. Employees and contractors found to have engaged in prohibited DEI duties or prohibited instructional activities may be subject to consequences up to and including nonrenewal, termination, or contract termination. Specifically, SB 12 prohibits the following:

- **DEI Duties.** Except as required by state or federal law, the District may not assign diversity, equity, and inclusion duties to any person, and must prohibit a district employee, contractor, or volunteer from engaging in diversity, equity, and inclusion duties. Diversity, equity, and inclusion duties means: (1) influencing hiring or employment practices with respect to race, sex, color, or ethnicity, except as necessary to comply with state or federal antidiscrimination laws; (2) promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity; (3) developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation, except as necessary to comply with state or federal law; and (4) compelling, requiring, inducing, or soliciting any person to provide a diversity, equity, and inclusion statement, or giving preferential consideration to any person based on the provision of such a statement.
- **Instruction on Sexual Orientation or Gender Identity.** Under TEC Section 28.0043, the District and its employees may not provide, or allow a third party to provide, instruction, guidance, activities, or programming regarding sexual orientation or gender identity to any student in prekindergarten through grade 12.
- **Student Social Transitioning.** The Board has adopted a policy prohibiting a District employee from assisting a student enrolled in the District with social transitioning, including by providing any information about social transitioning or providing guidelines intended to assist a person with social transitioning. Social transitioning means a person's transition from the person's biological sex at birth to the opposite biological sex through the adoption of a different name, different pronouns, or other expressions of gender that deny or encourage a denial of the person's biological sex at birth. Suspected violations may be reported to the Board, and confirmed violations must be reported to the Commissioner of Education.
- **Student Clubs Based on Sexual Orientation or Gender Identity.** The District may not authorize or sponsor a student club or organization based on sexual orientation or gender identity.
- **Compelled Discussion of Controversial Issues.** A teacher may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs. A teacher who chooses to discuss such a topic must explore it objectively and in a manner free from political bias.

These restrictions do not limit nondisruptive student free speech, the provision of mental health care with parental consent, or the use of school campuses for single sex organization meetings that do not advance a political or social agenda.

Where District Policies Are Located

The District's policies and procedures required under TEC Sections 11.005(c) and 28.0022(h) are set out in the Board's adopted policy manual, the employee handbook, and any accompanying regulations.

Electronic copies of these policies are available at all times through the District's online policy manual at pol.tasb.org/PolicyOnline?key=383. Printed copies of Board policy are also maintained at every Denton ISD campus and location for anyone who prefers a hard copy.

Employees receive additional notice of these policies through the District's employee handbook, which is updated annually and distributed to all staff. Contractors are notified of these policies and procedures by email.

The policies most relevant to SB 12 compliance include:

- **BJCF(LOCAL)**, Superintendent: Nonrenewal
- **BT(LEGAL)**, Prohibition on Diversity, Equity, and Inclusion Activities
- **CJ(LEGAL/LOCAL)**, Contracted Services
- **DF(LEGAL)**, Termination of Employment
- **DFBB(LOCAL)**, Term Contracts: Nonrenewal
- **DH(LOCAL)**, Employee Standards of Conduct
- **BJA(LEGAL)**, Superintendent: Qualifications and Duties
- **CDC(LEGAL)**, Other Revenues: Gifts and Solicitations
- **CMD(LEGAL)**, Equipment and Supplies Management: Instructional Materials
- **CQA(LEGAL)**, Technology Resources: District, Campus, and Classroom Websites
- **DG(LEGAL)**, Employee Rights and Privileges
- **EMB(LEGAL)**, Miscellaneous Instructional Policies: Teaching About Controversial Issues
- **FOA(LEGAL)**, Student Discipline: Removal by Teacher or Bus Driver

If you have questions about these requirements or need help locating a specific policy, please contact the Office of General Counsel.

Sincerely,

Dr. Deron Robinson

General Counsel, Denton ISD