Sec. 1. INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

a) *Prohibited Discussions or Activities*

For any course or subject, including an innovative course, for a grade level from kindergarten through grade 12:

1. A teacher may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs specifically related to DEI principles and practices;
2. A teacher who chooses to discuss a topic described in subparagraph (1) shall explore that topic objectively and in a manner free from political bias;
3. Neither Texas Leadership Public School (TLPS) nor a teacher may require, make part of a course, or award a grade or course credit, including extra credit, for a student's:
    a. Work for, affiliation with, or service learning in association with any organization engaged in:
        i. Lobbying for legislation at the federal, state, or local level, if the student's duties involve directly or indirectly attempting to influence social or public policy or the outcome of legislation; or
        ii. Social policy advocacy or public policy advocacy;
    b. Political activism, lobbying, or efforts to persuade members of the legislative or executive branch at the federal, state, or local level to take specific actions by direct communication; or
    c. Participation in any internship, practicum, or similar activity involving social policy advocacy or public policy advocacy; and
4. A teacher, administrator, or other employee of TLPS may not:
    a. Require or make part of a course inculcation in the concept that:
        i. One race or sex is inherently superior to another race or sex;
        ii. An individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
        iii. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex;
        iv. An individual's moral character, standing, or worth is necessarily determined by the individual's race or sex;
        v. An individual, by virtue of the individual's race or sex, bears responsibility, blame, or guilt for actions committed by other members of the same race or sex;
        vi. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race to oppress members of another race;
        vii. The advent of slavery in the territory that is now the United States constituted the true founding of the United States; or

© 2025 Schulman, Lopez, Hoffer & Adelstein, LLP
All rights reserved.
SLHA Schulman, Lopez, Hoffer & Adelstein, LLP

viii. With respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up to the authentic founding principles of the United States, which include liberty and equality;

b. Teach, instruct, or train any administrator, teacher, or staff member to adopt a concept listed under subparagraph (4)(a); or
c. Require an understanding of the 1619 Project.

Education Code 28.0022(a).

This Policy does not limit the teaching of or instruction in the Texas Essential Knowledge and Skills. *Education Code 28.0022(e)*.

Nothing in this Policy prohibits a teacher employed by TLPS from directing a classroom activity that involves students communicating with an elected official so long as TLPS does not influence the content of a student's communication. *Education Code 28.0022(g)*.

TLPS may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in subparagraph (4)(a). *Education Code 28.0022(c)*.

b) *Exception*

The prohibition against student courses, awards or grades, and extra credit described in Sec. 1(a)(3) above do not apply to a student's participation in:

1. Community charitable projects, such as building community gardens, volunteering at local food banks, or other service projects;
2. An internship or practicum:
    a. For which the student receives course credit under a career and technology education program or under the P-TECH program established under Education Code 29.553; and
    b. That does not involve the student directly engaging in lobbying, social policy advocacy, or public policy advocacy; or
3. A program that prepares a student for participation and leadership in this country's democratic process at the federal, state, or local level through the simulation of a governmental process, including the development of public policy.

Education Code 28.0022(b).

© 2025 Schulman, Lopez, Hoffer & Adelstein, LLP
All rights reserved.

Sec. 2. PENALTIES TO STUDENTS

TLPS may not implement, interpret, or enforce any rule in a manner that would result in the punishment of a student for reasonably discussing the concepts described by Sec. 1(a)(4) in school or during a school-sponsored activity or have a chilling effect on reasonable student discussions involving those concepts in school or during a school-sponsored activity. *Education Code 28.0022(d)*.

Sec. 3. EMPLOYMENT ACTION

A TLPS employee or contractor who intentionally or knowingly engages in or assigns to another person an act prohibited by this Policy is subject to disciplinary consequences in accordance with TLPS's Employee Handbook, up to and including termination. *Education Code 22.0022(h)*.

Sec. 4. DISTRIBUTION

TLPS shall provide a physical and electronic copy of this Policy and any procedures related to this Policy to each employee or contractor. *Education Code 22.0022(h)*.

© 2025 Schulman, Lopez, Hoffer & Adelstein, LLP
All rights reserved.