Addendum 3

New SB 12 Notification from Texas Education Association

Pursuant to Texas Education Code §§ 11.005, 28.0022, and 39.008, all District employees, contractors, vendors, and service providers are required to comply with applicable state law and District policy concerning prohibited diversity, equity, and inclusion ("DEI") duties.

Except as permitted or required by state or federal law, District employees and contractors may not engage in, assign, or require another person to perform prohibited DEI duties on behalf of the District. These duties include, among other things:

· influencing hiring, promotion, or other employment practices based on race, sex, color, or ethnicity, except as necessary to comply with applicable law;

· promoting differential treatment or providing special benefits based on race, color, or ethnicity;

· developing or implementing certain programs, training, policies, or instructional activities that reference race, color, ethnicity, gender identity, or sexual orientation, as addressed in Texas Education Code §§ 11.005 and 28.0022; or

· requiring or soliciting a diversity, equity, and inclusion statement or giving preferential treatment based on such a statement.

These requirements apply to District employees and to contractors, vendors, and service providers performing work for the District. Contractors and service providers are responsible for ensuring that personnel performing services for the District comply with these requirements.

Nothing in these requirements prohibits activities expressly permitted by law or District policy, including activities required to comply with state or federal law or activities otherwise authorized by Texas Education Code §§ 11.005 and 28.0022.

District policies addressing these requirements are available in the District's online policy manual: https://pol.tasb.org/PolicyOnline?key=1147.

Employees and contractors are expected to conduct their work in accordance with these requirements. The District will address violations in accordance with applicable law and District policy.

By continuing to perform services for the District, contractors and service providers acknowledge receipt of this notice and their obligation to comply with applicable law and District policy.

Thank you for your attention to these requirements.