



Memorandum of Compliance and Policy Notification

To: All Crowley ISD Contractors, Third-Party Vendors and Service Providers

From: Crowley ISD

Date: September 15, 2026

Re: Mandatory Notification- Compliance with Texas Education Code Section 11.005- Texas prohibits public school districts, charter schools, and their staff from engaging in or assigning **diversity, equity, and inclusion (DEI) duties**.

Texas law and District policy require that you receive and acknowledge the attached Acknowledgement of Prohibited Conduct form. Pursuant to the Texas Education Code, District Policy CJ (LOCAL), and other applicable laws, certain conduct is prohibited, and contractors are required to acknowledge their understanding of these legal requirements and prohibitions.

The purpose of this form is to ensure clear understanding of two important areas:

1. Employment Assistance Prohibited State law prohibits District employees, contractors, and agents from assisting another individual in obtaining employment with a school district if they know, or have probable cause to believe, that the individual engaged in sexual misconduct involving a minor or student. This provision is intended to protect students and uphold the integrity of the profession. The routine transmission of administrative or personnel records, when conducted appropriately, does not violate this prohibition.

2. Prohibition on Diversity, Equity, and Inclusion (DEI) Duties Under current law and District policy, a contractor's engagement in, or assignment of, diversity, equity, and inclusion (DEI) duties may subject the contract to termination. Contractors have the right to appeal a termination decision in accordance with GF (LOCAL).

Your signature confirms that you have read, understand, and agree to comply with these requirements. It also acknowledges that adherence to these provisions is a condition of your contract with the District. Failure to comply may result in contract termination or other actions as permitted by law.

Please review the acknowledgement carefully and return the signed form within five (5) business days of receipt to purchasing.crowley.k12.tx.us. If you have any questions regarding these requirements, do not hesitate to reach out.



Acknowledgement of Prohibited Conduct Form

This Acknowledgement Form is to confirm understanding of and compliance with CJ (LOCAL) and applicable law.

Employment Assistance Prohibited

I acknowledge and understand that:

- No District employee shall assist a contractor or agent of the District, or of any other school district, in obtaining a new job if the employee knows, or has probable cause to believe, that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law.
- No District contractor or agent shall assist an employee, contractor, or agent of the District, or of any other school district, in obtaining a new job if the contractor or agent knows, or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law.
- Routine transmission of an administrative, personnel, or similar file does not violate this prohibition.

Prohibition on Diversity, Equity, and Inclusion (DEI) Duties

I acknowledge and understand that a contract is subject to termination if a District contractor intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties; or
- Assigns diversity, equity, and inclusion (DEI) duties to another individual.
- A District contractor may appeal such termination in accordance with GF(LOCAL).

Acknowledgement and Certification

By signing below, I certify that I have read, understand, and agree to comply with the requirements described above. I understand that violation of these provisions may result in contract termination and other actions as permitted by law. I further acknowledge that this certification is the condition of my contract with the District.

Printed Name and Date: _____

Signature: _____

Title/Role: _____

Company/Organization: _____

Crowley ISD Board Policy-CJ(Contracted Services)

Adopted: 1/29/2026

Employment Assistance Prohibited

No District employee shall assist a contractor or agent of the District or of any other school district in obtaining a new job if the employee knows, or has probable cause to believe, that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative file does not violate this prohibition.

No District contractor or agent shall assist an employee, contractor, or agent of the District or of any other school district in obtaining a new job if the contractor or agent knows, or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition.

[See also DC for prohibitions relating to employees.]

Prohibited Classroom Instruction or Activities

A District contractor is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB(LEGAL)]. Violation of this policy shall result in termination of the contract. A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

Prohibition on Diversity, Equity, and Inclusion

A contract is subject to termination if the District contractor intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

[See BT(LEGAL)]