

Applies to: Faculty, staff, students

Responsible Office

Office of Academic Affairs

POLICY

Issued: 08/25/2025

The Ohio State University is committed to upholding equal rights, advancing institutional fairness, fostering a sense of belonging where all are valued, listening to multiple voices, engaging in civil discourse, and encouraging open-minded exploration, risk-taking, and freedom of expression. As a land-grant institution, the university takes seriously its role in promoting access, affordability, opportunity, and empowerment for all in advancement of its academic motto—“Education for Citizenship.”

Ohio Revised Code (ORC) 3345.0217 of the Advance Ohio Higher Education Act requires the university’s Board of Trustees to adopt, and the university to enforce, this policy, which serves to identify and clarify certain specified institutional priorities and practices relevant to the university’s mission and values.

Purpose of the Policy

To comply with [ORC 3345.0217](#) of the Advance Ohio Higher Education Act.

Definitions

Term	Definition
Controversial belief or policy	Any belief or policy that is the subject of political controversy, including issues such as climate policies, electoral politics, foreign policy, diversity, equity, and inclusion programs, immigration policy, marriage, or abortion. See ORC 3345.0217(A)(1).
Intellectual diversity	Multiple, divergent, and varied perspectives on an extensive range of public policy issues. See ORC 3345.0217(A)(2).

Policy Details

- I. Diversity, Equity, and Inclusion Prohibitions Under ORC 3345.0217
 - A. Pursuant to ORC 3345.0217, the university prohibits all of the following:
 1. Any orientation or training course regarding diversity, equity, and inclusion, unless the institution submits a written request for an exception to the chancellor of higher education because the university determines the orientation or training course is exempt from that prohibition because all aspects of the orientation or course are required to do any of the following: comply with state and federal laws or regulations; comply with state or federal professional licensure requirements; or obtain or retain accreditation. The exception request must include an explanation of the circumstances and effort made by the university to comply. See the university’s [SB1 Compliance website](#) for more detailed information on such exception requests.
 2. The continuation of existing diversity, equity, and inclusion offices or departments on or after June 27, 2025, the effective date of ORC 3345.0217.
 3. Establishing new diversity, equity, and inclusion offices or departments on or after June 27, 2025.
 4. Using diversity, equity, and inclusion in job descriptions.
 5. Contracting with consultants or third-parties whose role is or would be to promote admissions, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.
 6. The establishment of any new institutional scholarships that use diversity, equity, and inclusion in any manner.

DEI, Intellectual Diversity, and Controversial Beliefs Under the Advance Ohio Higher Education Act

University Policy

Applies to: Faculty, staff, students

- a. For any institutional scholarships existing on June 27, 2025 (the effective date of ORC 3345.0217), the university must, to the extent possible, eliminate diversity, equity, and inclusion requirements. If the university is unable to do so because of donor requirements, the university may continue to offer those institutional scholarships. However, the university may not accept any additional funds for the operation of institutional scholarships that have diversity, equity, and inclusion requirements.
 - B. The university may not replace any orientation, training, office, or position designated for the purpose of diversity, equity, and inclusion that is prohibited above with an orientation, training, office, or position under a different designation that serves the same or similar purposes, or that uses the same or similar means.
 - C. In the event that the requirements to obtain a research grant conflict with the prohibitions listed above, the university will endeavor, to the extent possible, to comply with the prohibitions listed above while retaining eligibility for the research grant, including by consulting with legal counsel. If the university is unable to comply with the prohibitions above with respect to a research grant and chooses to pursue the grant, the university must submit a written request for an exception to the chancellor of higher education. The exception request must include an explanation of the circumstances and the effort made by the university to comply with the prohibitions while retaining eligibility for the research grant. See the university's [SB1 Compliance website](#) for more detailed information on such exception requests.
 - D. The prohibitions in I.A. above and the research grant requirements in I.C. above do not apply to agreements or contracts regarding any research grants entered into prior to June 27, 2025. However, those prohibitions and requirements do apply to any renewal of such agreements or contracts occurring on or after June 27, 2025.
- II. Intellectual Diversity and Controversial Belief or Policy Affirmations and Requirements Under ORC 3345.0217
- A. Pursuant to ORC 3345.0217, the university:
 1. Affirms and declares that its primary function is to practice, or support the practice, discovery, improvement, transmission, and dissemination of knowledge and citizenship education by means of research, teaching, discussion, and debate. To fulfill this function, the university will ensure the fullest degree of **intellectual diversity**. This section does not apply to the exercise of professional judgment about how to accomplish intellectual diversity within an academic discipline, unless that exercise is misused to constrict intellectual diversity.
 2. Affirms and declares that faculty and staff will allow and encourage students to reach their own conclusions about all **controversial beliefs or policies** and will not seek to indoctrinate any social, political, or religious point of view. This section does not apply to the exercise of professional judgment about how to accomplish intellectual diversity within an academic discipline, unless that exercise is misused to constrict intellectual diversity.
 3. Will demonstrate intellectual diversity for course approval, approval of courses to satisfy general education requirements, student course evaluations, common reading programs, annual reviews, strategic goals for each department, and student learning outcomes. This section does not apply to the exercise of professional judgment about how to accomplish intellectual diversity within an academic discipline, unless that exercise is misused to constrict intellectual diversity.
 4. Declares that it will not endorse or oppose, as an institution, any controversial belief or policy, except on matters that directly impact the institution's funding or mission of discovery, improvement, and dissemination of knowledge. The institution may also endorse the congress of the United States when it establishes a state of armed hostility against a foreign power. This section does not include the recognition of national and state holidays, support for the Constitution and laws of the United States or the state of Ohio, or the display of the American or Ohio flag. This section does not apply to the exercise of professional judgment about whether to endorse the consensus or foundational beliefs of an academic discipline, unless that exercise is misused to take an action prohibited in II.A.5. below.
 5. Affirms and declares that it will not encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology, political stance, or view of a

University Policy

Applies to: Faculty, staff, students

social policy, nor will the institution require students to do any of those things to obtain an undergraduate or post-graduate degree. This section does not apply to the exercise of professional judgment about whether to endorse the consensus or foundational beliefs of an academic discipline, unless that exercise is misused to take an action prohibited by this section.

6. Prohibits political and ideological litmus tests in all hiring, promotion, and admissions decisions, including diversity statements and any other requirement that applicants describe their commitment to any ideology, principle, concept, or formulation that requires commitment to any controversial belief or policy.
7. Affirms and declares that no hiring, promotion, or admissions process or decision will encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance.
8. Affirms and declares that it will not use a diversity statement or any other assessment of an applicant's political or ideological views in any hiring, promotions, or admissions process or decision.
9. Affirms and declares that no process or decision regulating conditions of work or study, such as committee assignments, course scheduling, or workload adjustment policies, will encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance.
10. Affirms and declares that it will seek out invited speakers who have diverse ideological or political views.
11. Will post prominently on its website a complete list of all speaker fees, honoraria, and other emoluments in excess of five hundred dollars for events that are sponsored by the university. The information must be:
 - a. Accessible from the main page of the university's website by use of not more than three links;
 - b. Searchable by keywords and phrases; and
 - c. Accessible to the public without requiring user registration of any kind.

III. Nothing in this policy prohibits faculty or students from classroom instruction, discussion, or debate, so long as faculty members allow students to express intellectual diversity.

IV. Nothing in this policy prohibits the university from complying with any state or federal law to provide disability services or to permit student organizations, including fraternities and sororities.

PROCEDURE

Issued: 08/25/2025

- I. The university will review and respond to complaints about alleged violations of the prohibitions and requirements in this policy as set forth in the DEI, Intellectual Diversity, and Controversial Beliefs Under the [Advance Ohio Higher Education Act Policy Complaint, Investigation, Hearing, and Resolution Process](#).
- II. Policy Violations
 - A. The university may enforce corrective or disciplinary action, up to and including termination or dismissal, in accordance with applicable university policies or rules for employee and student violations of this policy.
 - B. In addition, under ORC 3345.0217, the Ohio general assembly may withhold or reduce any state operating subsidy payments, state capital improvement funds, or other state appropriation to the university if the general assembly determines the university has failed to comply with the requirements established in ORC 3345.0217.

DEI, Intellectual Diversity, and Controversial Beliefs Under the Advance Ohio Higher Education Act

University Policy

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Responsibilities

Position or Office	Responsibilities
University	1. Post speaker fees/honoraria/other emoluments over \$500 for events sponsored by university as set forth in the policy. 2. Review and respond to complaints alleging violations of this policy.

Resources

University Policies, policies.osu.edu

Equal Employment Opportunity, go.osu.edu/eeo-policy

Non-Discrimination, Harassment, and Sexual Misconduct, go.osu.edu/non-discrimination-policy

Whistleblower, hr.osu.edu/wp-content/uploads/policy140.pdf

Additional Governance Documents and Guidance

Advance Ohio Higher Education Act, ORC 3345.0217, codes.ohio.gov/ohio-revised-code/section-3345.0217

Code of Student Conduct, trustees.osu.edu/bylaws-and-rules/code

DEI, Intellectual Diversity, and Controversial Beliefs Under the Advance Ohio Higher Education Act Policy Complaint, Investigation, Hearing, and Resolution Process, go.osu.edu/complaint-process-dei-intellectual-diversity-controversial-beliefs

Faculty Rule 3335-5-04, trustees.osu.edu/bylaws-and-rules/3335-5

Ohio State Philosophy on Institutional and Leadership Statements, omc.osu.edu/key-issues/philosophy-institutional-leadership-statements

SB1 Compliance Website, compliance.osu.edu/focus-areas/sb1

Contacts

Subject	Office	Telephone	E-mail/URL
Policy questions	Office of Academic Affairs	614-292-5881	oaa.osu.edu
Policy violation complaints	University Compliance and Integrity	614-292-3251	Compliance-integrity@osu.edu compliance.osu.edu
Legal issues	Office of Legal Affairs	614-292-0611	legal.osu.edu

History

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