

FSU-6.015 Prohibition of Discrimination in University Training or Instruction

(1) Definitions. For purposes of this regulation, the enumerated terms are defined as follows:

(a) “Concepts” are the following:

1. Members of one race, color, national origin, or sex are morally superior to members of another race, color, national origin, or sex.
2. A person, by virtue of his or her race, color, national origin, or sex is inherently racist, sexist, or oppressive, whether consciously or unconsciously.
3. A person's moral character or status as either privileged or oppressed is necessarily determined by his or her race, color, national origin, or sex.
4. Members of one race, color, national origin, or sex cannot and should not attempt to treat others without respect to race, color, national origin, or sex.
5. A person, by virtue of his or her race, color, national origin, or sex bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, national origin, or sex.
6. A person, by virtue of his or her race, color, national origin, or sex should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.
7. A person, by virtue of his or her race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the person played no part, committed in the past by other members of the same race, color, national origin, or sex.
8. Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, national origin, or sex to oppress members of another race, color, national origin, or sex.

(b) “Training” is defined as a planned and organized activity conducted by the University as a mandatory condition of employment, enrollment, or participation in a University program for the purpose of imparting knowledge, developing skills or competencies, or becoming proficient in a particular job or role.

(c) “Instruction” is defined as the process of teaching or engaging students with content about a particular subject by a University employee or a person authorized to provide instruction by the University within a course.

(d) “Substantiate” is defined as establishing the existence or truth of a particular fact through the use of competent evidence.

(e) “Administrator” means the following high level University personnel who have been assigned the responsibilities of University-wide academic or administrative functions: University president, provost, senior/executive vice presidents, vice presidents, associate vice presidents, assistant vice presidents, associate/vice provosts, deans, equal opportunity compliance officer, chief audit executive, and chief compliance officer.

(2) Prohibition Against Discrimination in Training and Instruction.

(a) No University employee, or person authorized to provide Training or Instruction by or for the University, shall discriminate on the basis of race, color, national origin, or sex by subjecting any student or employee to training or instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe any of the Concepts as defined in paragraph (1)(a).

(b) The prohibition in section (2)(a) does not prohibit discussion of the Concepts as defined in paragraph (1)(a) as part of a larger course of training or instruction, provided such training or instruction is given in an objective manner without endorsement of the concepts.

(3) Reports, Investigation and Corrective Action.

- (a) A report of an alleged violation of this regulation can be submitted at report.fsu.edu by selecting the “Report Acts of Discrimination” tab or to EthicsPoint at 855-231-7511) or at <https://secure.ethicspoint.com/domain/media/en/gui/32441/index.html>. Reports can also be made directly to the Chief Compliance and Ethics Officer, FSU Office of Compliance and Ethics, 850-644-5238, compliance@fsu.edu].
- (b) An Administrator who receives a report of an alleged violation of this regulation shall timely forward such report to the Chief Compliance and Ethics Officer.
- (c) After reviewing the report and obtaining any additional information to aid in the review, the Chief Compliance and Ethics Officer shall direct, supervise, or coordinate the investigation of credible reports that identify a training or instruction that espouses, promotes, advances, inculcates, or compels a student or employee to believe any of the concepts.
- (d) In the event that an investigation determines that a violation of this regulation is substantiated, the University shall take prompt action to correct the violation by mandating that the employee(s) responsible for the instruction or training modify it to be consistent with this regulation and/or taking disciplinary actions, where appropriate, consistent with University disciplinary protocol, up to an including termination if an employee fails or refuses to comply with the mandate.
- (e) In the event that an investigation determines that a violation of this regulation is substantiated, the University shall inform the Board of Governors through their Office of Inspector General and shall also inform the Board of Governors of any and all corrective actions that have been undertaken or are in process.

Authority: Section 1000.05, Florida Statutes; Section 1001.92, Florida Statutes; Board of Governors Regulation 10.005; History: New September XX, 2022.