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| <b>Name of Policy:</b> <b>Intellectual diversity and controversial beliefs</b>      |                                   |  |   |
| <b>Policy Number:</b> 3364-71-33  |                                   | <b>Effective date:</b><br>September 25, 2025  |   |
| <b>Approving Officer:</b> President   |                                   | <b>Original effective date:</b><br>September 25, 2025                               |   |
| <b>Responsible Agent:</b> Provost and Executive Vice President for Academic Affairs |                                   |   |   |
| <b>Scope:</b> All University of Toledo Campuses                                     |                                   |   |   |
| <b>Keywords:</b>  |                                   |   |   |
| X   | New policy                        |   | Minor/technical revision of existing policy |
|   | Major revision of existing policy |   | Reaffirmation of existing policy            |

(A) Policy statement

To comply with Revised Code 3345.0217, the university of Toledo ("university") has adopted this policy.

(B) Definitions

(1) "Controversial belief or policy" means 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.

(2) "Intellectual diversity" means multiple, divergent, and varied perspectives on an extensive range of public policy issues.

(C) Policy

(1) In accordance with the Revised Code, the university

- (a) Prohibits all of the following:
  - (i) Any orientation or training course regarding diversity, equity, and inclusion, unless the chancellor of higher education has approved an exemption request filed by the university because all aspects of the orientation or course are required to do any of the following:
    - (a) Comply with state and federal laws or regulations;
    - (b) Comply with state or federal professional licensure requirements;
    - (c) Obtain or retain accreditation.
  - (ii) The continuation of existing diversity, equity, and inclusion offices or departments;
  - (iii) Establishing new diversity, equity, and inclusion offices or departments;
  - (iv) Using diversity, equity, and inclusion in job descriptions;
  - (v) 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;
  - (vi) The establishment of any new institutional scholarships that use diversity, equity, and inclusion in any manner. For any institutional scholarships existing on the initial effective date of this policy, the university shall, 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 shall not accept any additional funds for the operation of institutional scholarships that have diversity, equity, and inclusion requirements.
- (b) No orientation, training, office, or position designated for the purpose of diversity, equity, and inclusion that is prohibited under this policy may be replaced 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 obtained on or after the original effective date of this policy conflict with (C)(1)(a), the university shall endeavor, to the extent possible, to comply with that section while retaining eligibility for the research grant, including by consulting with legal counsel. If the university is unable to comply with that section with respect to a research grant, the university may submit a written request for an exception to the chancellor of higher education. This policy does not apply to research agreements or contracts regarding any research grants entered into before the initial effective date of this policy but does apply to any renewal of such agreements or contracts on or after the initial effective date of this policy.

(2) The university affirms and declares that

- (a) 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;
- (b) It shall ensure the fullest degree of intellectual diversity;
- (c) Faculty and staff shall allow and encourage students to reach their own conclusions about all controversial beliefs or policies and shall not seek to indoctrinate any social, political, or religious point of view;
- (d) It shall 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.

(2) (a) to (d) of this section do 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.

- (e) It will not endorse or oppose, as an institution, any controversial belief or policy, except on matters that directly impact the

university's funding or mission of discovery, improvement, and dissemination of knowledge. This does not prohibit the university from the recognizing national and state holidays, or from supporting the Constitution and laws of the United States or the state of Ohio, or the display of the American or Ohio flag.

- (f) The university 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 social policy, nor will the university require students to do any of those things to obtain an undergraduate or post-graduate degree.

(2) (e) and (f) of this section do 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 division (e) of this section.

- (g) The university 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;
- (h) No hiring, promotion, or admissions process or decision shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance;
- (i) The university 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;
- (j) No process or decision regulating conditions of work or study, such as committee assignments, course scheduling, or workload adjustment policies, shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance;
- (k) The university will seek out invited speakers who have diverse ideological or political views;

- (l) The university will post prominently on its web site 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.
  - (3) The university shall respond to complaints from any student, student group, or faculty member about an alleged violation of the prohibitions and requirements included in this policy as follows:
    - a. Students, student groups, and faculty may submit a complaint about an alleged violation of this policy by a university employee. A complaint must be reported within 30 calendar days of the alleged violation. Complaints can be submitted to the reporting hotline which can be found at: <https://www.utoledo.edu/report/>. Complaints must include the date of the incident, a description of the alleged violation, and the name of the university employee alleged to have violated the policy.
    - b. The investigation and hearing process used by the university will comply with standards set forth by the Ohio chancellor of higher education. If the university determines that the policy was violated the university will determine a resolution to address the violation and prevent any further violation of the policy. Potential disciplinary actions may include, without limitation, verbal warning, written reprimand, suspension, or termination of employment.
  - (4) 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.
  - (5) Nothing in this policy precludes the university from complying with any state or federal law to provide disability services or to permit student organizations, including fraternities and sororities.
- (D) This policy is intended to effectuate provisions of the Advance Ohio Higher Education Act and is to be interpreted and applied in accordance with state and federal law.

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| <b>Approved by:</b><br><hr/> Patrick J. Kenney<br>Chair, Board of Trustees of the University of Toledo<br><br><b>Date:</b> June 25, 2025<br><br><b>Review/revision completed by:</b> <ul style="list-style-type: none"><li>University of Toledo Board of Trustees</li></ul> | <b>Policies superseded by this policy:</b> <ul style="list-style-type: none"><li>None</li></ul><br><b>Original effective date:</b><br><i>September 25, 2025</i><br><br><b>Review/revision date:</b><br><br><br><b>Next review date:</b><br><i>September 25, 2028</i> |
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