

# SENATE BILL NO. 1316

103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR COLEMAN.

3960S.011

KRISTINA MARTIN, Secretary

## AN ACT

To amend chapter 162, RSMo, by adding thereto one new section relating to diversity-equity-inclusion requirements in elementary and secondary education institutions.

*Be it enacted by the General Assembly of the State of Missouri, as follows:*

Section A. Chapter 162, RSMo, is amended by adding thereto  
2 one new section, to be known as section 162.1550, to read as  
3 follows:

162.1550. 1. As used in this section, "diversity-  
2 equity-inclusion" or "DEI" shall mean education or training  
3 requirements, policies, or programs on the subjects of  
4 antiracism, implicit bias, or any other related instructions  
5 or that promote differential treatment based on race,  
6 gender, religion, ethnicity, and sexual preference, but not  
7 including equal opportunity or equal employment opportunity  
8 instruction designed to inform individuals about the  
9 prohibition on discrimination based on protected class under  
10 state and federal law.

11 2. A public school district or public charter school  
12 shall not:

13 (1) Require students to agree with any statement  
14 ascribing to DEI ideologies or to answer any questions  
15 relating to DEI ideologies;

16           (2) Require or consider any student's statements on  
17 DEI ideologies when determining a student's grades or  
18 academic advancement;

19           (3) Offer or provide students with any incentive,  
20 benefit, grant, or other compensation for taking any  
21 coursework related to DEI ideologies or otherwise for  
22 participating in any activities related to DEI ideologies if  
23 such incentive, benefit, grant, or other compensation is not  
24 equally available to students taking any coursework or  
25 participating in any activity that is not related to DEI  
26 ideologies;

27           (4) Require employees, or prospective employees, who  
28 are involved with the instruction of students to agree with  
29 any statement ascribing to DEI ideologies or to answer any  
30 questions relating to DEI ideologies in any job application  
31 or interview or during the course of the individual's  
32 employment;

33           (5) Reward or give any advantage to any employee or  
34 applicant for any statement advocating DEI ideologies in any  
35 employment-related decisions, including, but not limited to,  
36 compensation, terms, conditions or privileges of employment,  
37 hiring, promotions, and tenure;

38           (6) Offer or provide any employees, or prospective  
39 employees, who are involved with the instruction of students  
40 with any incentive, benefit, grant, or other compensation  
41 for receiving any instruction, including any professional  
42 development materials, related to DEI ideologies or  
43 otherwise for participating in any activities related to DEI  
44 ideologies if such incentive, benefit, grant, or other  
45 compensation is not equally available to any employees, or  
46 prospective employees, who are involved with the instruction  
47 of students and who are receiving any instruction, including

48 any professional development materials, or participating in  
49 any activity that is not related to DEI ideologies; or

50 (7) Require employees, contractors, volunteers,  
51 vendors, or agents to ascribe to, study, or be instructed  
52 with DEI ideologies or materials.

53 3. The attorney general or the prosecuting or circuit  
54 attorney in the county in which an alleged violation of this  
55 section occurs may bring a civil action, including an action  
56 for injunctive relief, against a public school district or  
57 public charter school for any violation of the provisions of  
58 this section. Such action shall be brought in the county  
59 where the violation is alleged to have occurred.

60 4. An attorney acting on behalf of a school district  
61 or public charter school may request a legal opinion of the  
62 attorney general as to whether a particular training  
63 material or instructional or curricular material complies  
64 with the provisions of this section.

65 5. Any parent of a student enrolled in a school  
66 district or charter school may bring a civil action,  
67 including an action for injunctive relief or for damages,  
68 against the school district or charter school in which their  
69 child is enrolled for any violation of this section which  
70 causes harm to their child. Such action shall be brought in  
71 the county where the violation occurred. If the parent  
72 prevails, the court shall award to such parent court costs  
73 and reasonable attorney's fees and any other damages or  
74 remedy which in the judgment of the court shall be  
75 appropriate.

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