

1. Title

Compliance with Laws Related to Race, Color, National Origin, Ethnicity, Religion, Sex, Age, Veteran Status, or Disability

2. Rule and Regulation

Sec. 1 To the extent provided by applicable law, no person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under, any program or activity sponsored or conducted by The University of Texas System or any of the institutions, on the basis of race, color, national origin, ethnicity, religion, sex, age, veteran status, or disability.

Sec. 2 Unless required by federal law or permitted by, [Tex. S.B. 17, 88th Leg. R.S.](#) (to be codified as *Texas Education Code* Section 51.3525), an institution may not maintain a diversity, equity, and inclusion (DEI) office or engage in other conduct prohibited by [Tex. S.B. 17, 88th Leg. R.S.](#) (to be codified as *Texas Education Code* Section 51.3525) and must adopt policies and procedures for appropriately disciplining an employee or contractor of the institution who engages in prohibited conduct.

The Board authorizes the Chancellor to submit required reports to the Texas Legislature and Texas Higher Education Coordinating Board each fiscal year certifying compliance with [Tex. S.B. 17, 88th Leg. R.S.](#) (to be codified as *Texas Education Code* Section 51.3525), to testify before legislative committees regarding compliance with [Tex. S.B. 17, 88th Leg. R.S.](#) (to be codified as *Texas Education Code* Section 51.3525), and to take other actions needed to ensure compliance with [Tex. S.B. 17, 88th Leg. R.S.](#) (to be codified as *Texas Education Code* Section 51.3525).

3. Definitions

None

4. Relevant Federal and State Statutes

[The United States Constitution, 14th Amendment](#)

Title IX of the Education Amendments of 1972, [20 U.S.C. §1681](#) et seq., and its implementing regulation at [34 C.F.R. Part 106](#), which prohibit discrimination on the basis of sex

Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §794](#), and its implementing regulation at [34 C.F.R. Part 104](#), which prohibit discrimination on the basis of disability

The Uniformed Services Employment and Reemployment Rights Act, [38 U.S.C. §4331](#) et seq., and its implementing regulation at [20 CFR Part 1002](#), which prohibit discrimination based on veteran status

Title VI of the Civil Rights Act of 1964, [42 U.S.C. §2000d](#) et seq. and its implementing regulation at [34 C.F.R. Part 100](#), which prohibit discrimination on the basis of race, color, or national origin.

Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) et seq. and its implementing regulation at [29 C.F.R. Part 1601](#), which prohibits employers from discriminating on the basis of sex, race, color, national origin or religion

[The Age Discrimination Act of 1975, 42 U.S.C. §6101](#) et seq., and its implementing regulation at [34 C.F.R. Part 110](#), which prohibit discrimination on the basis of age

Title II of the Americans with Disabilities Act of 1990, [42 U.S.C. §12132](#), and its implementing regulation at [28 C.F.R. Part 35](#), which prohibit discrimination on the basis of disability

[Tex. S.B. 17, 88th Leg, R.S.](#) (to be codified as *Texas Education Code* Section 51.3525)

5. Relevant System Policies, Procedures, and Forms

Regents' *Rules and Regulations*, [Rule 30107](#) – Veteran's Employment Preferences

The University of Texas Systemwide Policy [UTS 105](#), *Sexual Orientation Nondiscrimination Policy*

The University of Texas Systemwide Policy [UTS 197](#), *Compliance with State Law Regarding Diversity, Equity, and Inclusion in Institutions of Higher Education*

6. Who Should Know

Administrators
Faculty
Staff
Students

7. System Administration Office(s) Responsible for Rule

Office of the Board of Regents

8. Dates Approved or Amended

[Regents' Rules Revision History](#)

9. Contact Information

Questions or comments regarding this Rule should be directed to:

- bor@utsystem.edu