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Sixty-eighth  
Legislative Assembly  
of North Dakota

**SENATE BILL NO. 2247**

Introduced by

Senators Paulson, Lemm, Wobbema

Representatives Dyk, Satrom, Toman

1 A BILL for an Act to create and enact chapter 15-10.6 of the North Dakota Century Code,  
2 relating to divisive concepts at institutions of higher education; to provide a report; and to  
3 provide an expiration date.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1.** Chapter 15-10.6 of the North Dakota Century Code is created and enacted as  
6 follows:

7 **15-10.6-01. Definitions.**

8 As used in this chapter:

- 9 1. "Divisive Specified concept" means a concept that:
- 10 a. One race or sex is inherently superior or inferior to another race or sex;
  - 11 b. An individual, by virtue of the individual's race or sex, is inherently privileged,  
12 racist, sexist, or oppressive, whether consciously or subconsciously;
  - 13 c. An individual should be discriminated against or receive adverse treatment  
14 because of the individual's race or sex;
  - 15 d. An individual's moral character is determined by the individual's race or sex;
  - 16 e. An individual, by virtue of the individual's race or sex, bears responsibility for an  
17 action committed in the past by other members of the same race or sex;
  - 18 f. An individual should feel discomfort, guilt, anguish, or another form of  
19 psychological distress solely because of the individual's race or sex;
  - 20 g. A meritocracy is inherently racist or sexist, or designed by a particular race or sex  
21 to oppress another race or sex;
  - 22 h. This state or the United States is fundamentally or irredeemably racist or sexist;
  - 23 i. Promotes or advocates the violent overthrow of the United States government;

- 1           j. Promotes division between, or resentment of, a race, sex, religion, creed,  
2           nonviolent political affiliation, social class, or class of people;  
3           k. Ascribes a character trait, value, moral or ethical code, privilege, or belief to a  
4           race or sex, or to an individual because of the individual's race or sex;  
5           l. The rule of law does not exist, but instead is a series of power relationships and  
6           struggles among racial or other groups;  
7           m. All Americans are not created equal and are not endowed by their creator with  
8           certain unalienable rights, including life, liberty, and the pursuit of happiness;  
9           n. Governments should deny to any person within the government's jurisdiction the  
10          equal protection of the law;  
11          o. Includes race or sex stereotyping; or  
12          p. Includes race or sex scapegoating.  
13          2. "Race or sex scapegoating" means assigning fault, blame, or bias to a race or sex, or  
14          to a member of a race or sex, because of their race or sex, and includes a claim that,  
15          consciously or subconsciously, and by virtue of a individual's race or sex, a member of  
16          a race is inherently racist or inclined to oppress others, or a member of a sex is  
17          inherently sexist or inclined to oppress others.  
18          3. "Race or sex stereotyping" means ascribing a character trait, value, moral and ethical  
19          code, privilege, status, or belief to a race or sex, or to an individual because of the  
20          individual's race or sex.  
21          4. "Training" includes a non-credit earning (a) seminar, (b) workshop, instruction, and (c)  
            orientation.

22          **15-10.6-02. Divisive Specified concept - Prohibition on discrimination.**

- 23          1. A student or employee of an institution under the control of the state board of higher  
24          education may not be:  
25              a. Penalized, discriminated against, or receive adverse treatment due to the  
26              individual's refusal to support, believe, endorse, embrace, confess, act upon,  
27              oppose, or  
                otherwise assent to a divisive specific concept.  
28              b. Required to endorse or oppose a specific ideology or political viewpoint to be  
                eligible for hiring, tenure, promotion, or graduation.

- 1       2. An institution under the control of the state board of higher education may not ask the  
2           ideological or political viewpoint of a student, job applicant, job candidate, or candidate  
3           for promotion or tenure.
- 4       3. An individual who believes a violation of this section has occurred may pursue all  
5           equitable or legal remedies that may be available to the individual in a state or federal  
6           court of competent jurisdiction.

6       **15-10.6-03. Prohibition on divisive specified concept training.**

- 7       1. An institution under the control of the state board of higher education may not:
  - 8           a. Conduct mandatory non-credit earning training of a student or employee if the  
9           training includes a divisive specified concept.
  - 10          b. Use a non-credit earning training program or training materials in a non-credit  
11          earning training, for a student or employee if the program or material includes a divisive  
12          specified concept.
  - 13          c. Use funds appropriated by the state to incentivize, beyond payment of regular  
14          salary or other regular compensation, a faculty member to incorporate any divisive  
15          concept into academic curriculum.
- 16       2. If an institution under the control of the state board of higher education employs an  
17          individual whose primary duties include diversity, the duties of that employee also  
18          must include efforts to strengthen and increase intellectual diversity among students  
19          and faculty of the institution at which the individual is employed.

20       **15-10.6-04. Student and employee survey - Report to legislative management.**

21       Each institution under the control of the state board of higher education shall:

- 22       1. Conduct a biennial, confidential, and statistically sound survey of the institution's  
23          students and employees to assess the  
24          campus climate regarding diversity of thought and the respondents' comfort level in  
25          speaking freely on campus, regardless of political affiliation or ideology.
- 26       2. Publish the biennial survey's results on the institution's website.
- 27       3. Report the biennial survey's results to an interim committee designated by the  
28          legislative management to receive the report during the interim following the survey's  
29          completion.

1        **15-10.6-05. Construction and purpose.**

2        1. This chapter may not be interpreted to prohibit an individual who provides training from  
3 responding to a question regarding a divisive specified concept so long as the response does not  
endorse, or advocate or oppose a divisive specified concept.

2. Nothing in this chapter prohibits an institution from considering the subject-matter competency of any candidate for a faculty position or faculty member considered for promotion when the subject matter is germane to their given field of scholarship.

3. Nothing in this chapter prohibits an institution from training students or employees on the non-discrimination requirements of federal or state law, or from requiring a student, faculty member, or employee to comply with federal or state laws, including anti-discrimination laws, or from taking action against a student, professor, or employee for violations of federal or state laws.

4. Nothing in this chapter shall be construed to limit or restrict the academic freedom of faculty or to prevent faculty members from teaching, researching, or writing publications about the specified concepts, or other related topics.

5. Nothing in this chapter shall authorize an institution to infringe on the rights of freedom of speech protected by the First Amendment to the United States Constitution.

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5        **SECTION 2. EXPIRATION DATE.** Section 15-10.6-04, as created by Section 1 of this Act,

6 is effective through July 1, 2028, and after that date is ineffective.