



EL PASO COMMUNITY COLLEGE PROCEDURE

For information, contact Institutional
Effectiveness: (915) 831-6740

CFE-1

**Employee and Vendor
Compliance with DEI
Prohibitions**
(Working Draft:
Considered official)

APPROVED:

Year of last review: 2024

REVISED:

AUTHORIZING BOARD POLICY: CFE

Classification: Administrative

Responsible Vice President or Associate Vice President: Vice President Finance and Administration

Designated Contact: Associate Vice President of Human Resource Management and Compliance

OBJECTIVE: To establish procedures to ensure compliance with Texas Senate Bill 17 (SB17), enacted January 1, 2024.

PROCEDURE:

- I. General: SB17 is an Act relating to diversity, equity, and inclusion (DEI) at Texas public institutions of higher education. The Act amended the Texas Education Code, Section 1, Subchapter G by adding Section 51.3525 to prohibit, with limited exceptions, DEI activities for employees of the institution as well as for contractors or outside vendors while performing services for the institution.

Information regarding DEI activities and exemptions may be found in TASB Policy BG. Additional information specific to vendors' and employees' compliance with this law may also be found in TASB Policy CFE, DAA, DH, DIAB, and FA, respectively.

II. Process

- A. An individual who engages in conduct in violation of Texas Education Code 51.3525(b) will face appropriate disciplinary action, up to and including termination of employment or termination of the vendor contract, as applicable.
- B. "Appropriate disciplinary action" for an employee will be determined by the employee's first-line administrative supervisor and/or chain of command, as appropriate. See also College Procedure DLA-5, Section III.
- C. "Appropriate disciplinary action" for a contractor or vendor will be determined by the Director of Purchasing & Contract Management and/or chain of command, as appropriate. See also the College's *General Conditions of Contract* and *Purchase Order Terms & Conditions*.