

NOTICE OF PROPOSED REGULATION

Date: August 29, 2022

REGULATION TITLE:

Nondiscrimination in University Training and Instruction

REGULATION NO.:

UCF-3.002

SUMMARY OF PROPOSED REGULATION:

This new regulation is proposed to comply with Board of Governors Regulation 10.005 Prohibition of Discrimination in University Training or Instruction, which states that each university shall have a regulation, in conformance with recent amendments to section 1000.05(4), Florida Statutes, that prohibits discrimination against students or employees in instruction and training based on eight concepts specified in the statute.

AUTHORITY: BOG Regulations 1.001 and 10.005

NAME OF PERSONS WHO INITIATED PROPOSED REGULATION:

Regulations Administrator

COMMENTS CONCERNING THE PROPOSED REGULATION SHOULD BE SUBMITTED WITHIN 14 DAYS OF THE DATE OF THIS NOTICE TO THE CONTACT PERSON IDENTIFIED BELOW. The comments must identify the regulation you are commenting on.

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION IS:

Regulations Administrator
4365 Andromeda Loop N.
Millican Hall, Suite 360
Orlando, FL 32816-0015
Phone: (407) 823-2482
e-mail: regulations@ucf.edu

FULL TEXT OF THE PROPOSED REGULATION:

UCF-3.002 Nondiscrimination in University Training and Instruction

(1) The University of Central Florida prohibits discrimination on the basis of race, color, national origin, or sex by subjecting any student or employee to training or instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe any of the following eight (8) concepts:

- (a) Members of one race, color, national origin, or sex are morally superior to members of another race, color, national origin, or sex.
- (b) A person, by virtue of their race, color, national origin, or sex is inherently racist, sexist, or oppressive, whether consciously or unconsciously.

- (c) A person's moral character or status as either privileged or oppressed is necessarily determined by their race, color, national origin, or sex.
- (d) Members of one race, color, national origin, or sex cannot and should not attempt to treat others without respect to race, color, national origin, or sex.
- (e) A person, by virtue of their race, color, national origin, or sex bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, national origin, or sex.
- (f) A person, by virtue of their race, color, national origin, or sex should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.
- (g) A person, by virtue of their race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the person played no part, committed in the past by other members of the same race, color, national origin, or sex.
- (h) Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, national origin, or sex to oppress members of another race, color, national origin, or sex.

(2) This prohibition does not prohibit discussion of the concepts as part of a larger course of training or instruction, provided such training or instruction is given in an objective manner without endorsement of the concepts.

(3) The university and its employees are prohibited from shielding a student or employee from ideas and opinions that they may find uncomfortable, unwelcome, disagreeable, or offensive.

(4) The University supports the professional judgment of its faculty and staff in their right to select topics for instruction and training, including issues related to race, sex, national origin, and color. While discussions of contentious topics may at times make some people feel uncomfortable, this is part of a rigorous education that provides the tools necessary for responsible and engaged citizenship and will be protected so long as students retain the freedom to reach their own conclusions and freely hold and share their own beliefs and viewpoints on these issues.

(5) As stated in the UCF Strategic Plan, UCF is committed to fostering a culture of innovation, inclusion, public service, and collaboration and will be a model for civil discourse, consistent with the Florida Board of Governors' Statement of Free Expression.

(6) Any employee, student, or other member of the university community who believes that this regulation has been violated may file a complaint with the Office of Institutional Equity, 12701 Scholarship Drive, Suite 101, oiie@ucf.edu, 407-823-1336.

(7) If the university president, provost, senior/executive vice presidents, vice presidents, associate vice presidents, associate/vice provosts, deans, chief audit executive, and/or chief compliance and ethics officer receive a complaint of an alleged violation of this regulation, they must timely forward the complaint to the Office of Institutional Equity for review.