



NOTICE TO EMPLOYEES, CONTRACTORS, VENDORS, and SERVICE PROVIDERS

DATE: August 25, 2026
TO: All District Employees, Contractors, Independent Service Providers, and Vendors
FROM: Office of the Superintendent
SUBJECT: **Prohibitions against Discrimination and Diversity, Equity, and Inclusion (DEI) Activities**

This memorandum serves as notice to all employees, contractors, vendors and service providers of the District of important changes in state law (Texas Education Code § 11.005) and District policy prohibiting the consideration of race, sex, color or ethnicity in connection with District operations and decision-making. **All District employees, vendors, service providers and contractors are required to review this memorandum in its entirety**, disseminate its contents to all personnel assigned to District accounts, and maintain operations in strict conformity with [District policy](#).

I. Discrimination Prohibited

The District prohibits discrimination on the basis of race, color, national origin, religion, sex or disability. Additionally, Texas Education Code Section 11.005 and District policy prohibit District employees, contractors, vendors, and service providers from performing, carrying out, or assigning certain responsibilities or job duties at, for, or on behalf of the District.

II. Diversity, Equity and Inclusion Duties Defined

Diversity, equity, and inclusion (DEI) duties prohibited by District policy are any action, role, or practice that involves the following:

1. **Influencing Employment Practices**
2. **Promoting Differential Treatment**
3. **Developing Protected-Class Programming**
4. **Compelling DEI Statements**

III. Consequences for Violation of Policies

Employees and District contractors are on notice that violation of these District policies may result in disciplinary action, up to and including termination of employees, or termination of third-party contracts with vendors and service providers.

IV. District Policies

The following District policies are of particular importance in regulating the District's prohibition against DEI duties:

1. **Board Policy BT (LEGAL):** The District shall not assign DEI duties to any person and must proactively prohibit independent contractors from engaging in such activities, explicitly required by state or federal law.
2. **Board Policy CJ (LEGAL) and (LOCAL):** A District contract is subject to termination if a contractor or vendor intentionally or knowingly engages in DEI duties or assigns such duties to another individual. Any affected contractor may appeal an adverse contract action.
3. **Board Policy DH (LOCAL) and DFBB (LOCAL):** Outlines employee standards of conduct, including prohibition against engaging in or delegating to another DEI duties.
4. **Board Policy BJA (LEGAL):** Requiring the Superintendent to certify to the Commissioner of Education the District's compliance with TEC Sections 39.008, 11.005 and 28.0022.
5. **Board Policy CMD (LEGAL):** Acquisition of instructional materials.
6. **Board Policy DF (LEGAL):** Discipline, including termination, of a District employee or contractor who intentionally or knowingly engages in or assigns to another person prohibited diversity, equity, and inclusion duties.
7. **Board Policy DG (LEGAL):** A teacher may not be compelled to discuss a widely debated, currently controversial issue of public policy or social affairs.
8. **Board Policy BJCF (LOCAL):** Violation of the District's prohibition against engaging in or delegating to another DEI duties is grounds for Superintendent contract nonrenewal.
9. **Board Policy EMB (LEGAL):** Teaching controversial topics, and prohibiting instruction, guidance, activities, or programming regarding sexual orientation and gender identity to students.
10. **Board Policy CDC (LEGAL):** Regarding use of donations.
11. **Board Policy FOA (LEGAL):** Student removal by teachers or bus drivers.

Thank you for your attention to these important policy changes. Anyone wishing to receive a printed copy of any or all of the policies referenced in this memorandum may access the policies from the [District online policy manual](#) or by contacting District Administration.

Dr. Chris Allen
Superintendent of Schools