

COLUMBUS STATE COMMUNITY COLLEGE
POLICY AND PROCEDURES MANUAL

INTELLECTUAL DIVERSITY

Effective September 25, 2025

Policy 13-16

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- (A) Chapter 3345.0217 of the Ohio Revised Code (O.R.C.) requires institutions of higher education to establish a policy, approved by the Board of Trustees, addressing topics including any “controversial belief or policy” and “intellectual diversity.”
- (B) This policy shall automatically incorporate any subsequent amendment(s) to O.R.C. 3345.0217 upon becoming effective.
- (C) Per O.R.C. 3345.0217:
 - (1) "Controversial belief or policy" means any belief or policy that is the subject of political controversy, including issues such as climate policies, electoral politics, foreign policy, diversity, equity, and inclusion programs, immigration policy, marriage, or abortion.
 - (2) "Intellectual diversity" means multiple, divergent, and varied perspectives on an extensive range of public policy issues.
- (D) Columbus State shall ensure the fullest degree of intellectual diversity in support of the College’s primary function: to practice, or support the practice, discovery, improvement, transmission, and dissemination of knowledge and citizenship education by means of research, teaching, discussion, and debate.
 - (1) Columbus State faculty and staff shall allow and encourage students to reach their own conclusions about all controversial beliefs or policies and shall not seek to indoctrinate any social, political, or religious point of view.
 - (2) Nothing in this policy prohibits faculty or students from classroom instruction, discussion, or debate, so long as faculty members allow students to express intellectual diversity.
 - (3) Columbus State shall demonstrate intellectual diversity for course approval, approval of courses to satisfy general education requirements, student course evaluations, common reading programs, annual reviews, strategic goals for each department, and student learning outcomes.
 - (4) This section does not apply to the exercise of professional judgment about how to accomplish intellectual diversity within an academic discipline, unless that exercise is misused to constrict intellectual diversity.
- (E) Pursuant to O.R.C. 3345.0217, Columbus State prohibits the following:
 - (1) Any orientation or training course regarding diversity, equity, and inclusion, unless

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the College has determined that the orientation or training course is required to comply with state and federal laws or regulations; comply with state or federal professional licensure requirements; and/or obtain or retain accreditation.

- (2) The continuation or establishment of diversity, equity, and inclusion offices or departments;
 - (3) Using diversity, equity, and inclusion in job descriptions;
 - (4) Contracting with consultants or third-parties whose role is or would be to promote admissions, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression;
 - (5) The establishment of any new institutional scholarships that use diversity, equity, and inclusion in any manner.
 - (6) In the event that the requirements to obtain a research grant conflict with the prohibitions listed under sections E (1-5), Columbus State shall endeavor, to the extent possible, to comply with those prohibitions while retaining eligibility for the research grant, including by consulting with legal counsel. If Columbus State is unable to comply with those provisions while retaining eligibility for a research grant, the College shall submit a written request for an exception to the chancellor. The exception request shall include an explanation of the circumstances and the effort made by the state institution to comply with this policy.
- (F) As an institution, Columbus State will not endorse or oppose any controversial belief or policy, except on matters that directly impact the institution's funding or mission of discovery, improvement, and dissemination of knowledge.
- (1) Columbus State may endorse the Congress of the United States when it establishes a state of armed hostility against a foreign power.
 - (2) Columbus State may continue to recognize national and state holidays, support for the Constitution and laws of the United States or the state of Ohio, and the display of the American or Ohio flag.
- (G) Columbus State will not encourage, discourage, require, or forbid students, faculty, staff or administrators to endorse, assent to, or publicly express a given ideology, political stance, or view of a social policy, nor will the institution require students to do any of those things to obtain an undergraduate or post-graduate degree.
- (H) Sections (F) and (G) of this Policy do not apply to the exercise of professional judgment

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- about whether to endorse the consensus or foundational beliefs of an academic discipline, unless that exercise is misused to take an action prohibited in Section (E) of this Policy.
- (I) Nothing in this policy prohibits Columbus State from complying with any state or federal law to provide disability services or to permit student organizations, including fraternities and sororities.
- (J) With regard to hiring, promotion and admission processes or decisions, Columbus State prohibits political and ideological litmus tests, including diversity statements and any other requirement that applicants describe their commitment to any ideology, principle, concept, or formulation that requires commitment to any controversial belief or policy.
- (1) Columbus State shall not encourage, discourage, require, or forbid students, faculty, staff, or administrators to endorse, assent to, or publicly express a given ideology or political stance.
- (2) Columbus State will not use a diversity statement or any other assessment of an applicant's political or ideological views.
- (K) With regard to regulating conditions of work or study, no process or decision shall encourage, discourage, require, or forbid students, faculty, staff, or administrators to endorse, assent to, or publicly express a given ideology or political stance. This provision applies to matters such as committee assignments, course scheduling, or workload adjustment policies.
- (L) With regard to College-sponsored events:
- (1) Columbus State will seek invited speakers who have diverse ideological or political views;
- (2) Columbus State will post prominently on its web site a complete list of all speaker fees, honoraria, and other emoluments in excess of \$500.
- (M) The College shall respond to complaints from any staff, student, student group or faculty member about alleged violations of the prohibitions and requirements in this Policy using the process established in College Procedure [13-15 \(C\)](#).
- (N) The President may establish procedures to administer this policy.

New Policy

Approved by the Board of Trustees September 25, 2025