

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~~specified concepts at institutions of higher education; to provide a report; and  
3 to 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 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 ~~3-2.~~ "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 3. "Specified concept" means a concept that:
- 22 a. One race or sex is inherently superior or inferior to another race or sex;
- 23 b. An individual, by virtue of the individual's race or sex, is inherently privileged,  
24 racist, sexist, or oppressive, whether consciously or subconsciously;
- 25 c. An individual should be discriminated against or receive adverse treatment  
26 because of the individual's race or sex;
- 27 d. An individual's moral character is determined by the individual's race or sex;
- 28 e. An individual, by virtue of the individual's race or sex, bears responsibility for an  
29 action committed in the past by other members of the same race or sex;
- 30 f. An individual should feel discomfort, guilt, anguish, or another form of  
31 psychological distress solely because of the individual's race or sex;

- 1 g. A meritocracy is inherently racist or sexist, or designed by a particular race or sex  
2 to oppress another race or sex;
- 3 h. This state or the United States is fundamentally or irredeemably racist or sexist;  
4 i. Promotes or advocates the violent overthrow of the United States government;  
5 j. Promotes division between, or resentment of, a race, sex, religion, creed,  
6 nonviolent political affiliation, social class, or class of people;
- 7 k. Ascribes a character trait, value, moral or ethical code, privilege, or belief to a  
8 race or sex, or to an individual because of the individual's race or sex;
- 9 l. The rule of law does not exist, but instead is a series of power relationships and  
10 struggles among racial or other groups;
- 11 m. All Americans are not created equal and are not endowed by their creator with  
12 certain unalienable rights, including life, liberty, and the pursuit of happiness;
- 13 n. Governments should deny to any person within the government's jurisdiction the  
14 equal protection of the law;
- 15 o. Includes race or sex stereotyping; or  
16 p. Includes race or sex scapegoating.
- 17 4. "Training" includes a ~~seminar, workshop, instruction, and orientation~~ noncredit earning;  
18 a. Seminar;  
19 b. Workshop; or  
20 c. Orientation.

21 **15-10.6-02. Divisive Specified concept - Prohibition on discrimination.**

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

1       3. An individual who believes a violation of this section has occurred may pursue all  
2           equitable or legal remedies that may be available to the individual in a [state or federal](#)  
3           court of competent jurisdiction.

4       **15-10.6-03. Prohibition on [divisivespecified](#) concept training.**

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

18       **15-10.6-04. Student and employee survey - Report to legislative management.**

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

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

28       **15-10.6-05. Construction and purpose.**

- 29       1. This chapter may not be interpreted to prohibit [an](#):

- 1        a. An individual who provides training from responding to a question regarding a  
2        ~~divisive~~specified concept so long as the response does not endorse ~~or~~, advocate,  
3        or oppose a ~~divisive~~specified concept;
- 4        b. An institution from considering the subject matter competency of a candidate for  
5        a faculty position or promotion if the subject matter is germane to the candidate's  
6        field of scholarship;
- 7        c. An institution from training students or employees on the nondiscrimination  
8        requirements of federal or state law, or from requiring a student, faculty member,  
9        or employee to comply with federal or state laws, including antidiscrimination  
10       laws, or from taking action against a student, professor, or employee for a  
11       violation of federal or state law; or
- 12       d. Limit or restrict the academic freedom of faculty or to prevent faculty members  
13       from teaching, researching, or writing publications about the specified concepts  
14       or related topics.
- 15       2. This chapter does not authorize an institution to infringe on the rights of freedom of  
16       speech protected by the First Amendment to the United States Constitution.

17        **SECTION 2. EXPIRATION DATE.** Section 15-10.6-04, as created by Section 1 of this Act,  
18        is effective through July 1, 2028, and after that date is ineffective.