

### **3354: 1-42-02 Policy on Intellectual Diversity**

(A) Cuyahoga Community College (“The College”) is committed to providing a workplace and educational environment that ensures the fullest degree of intellectual diversity. The primary function of the College is to practice the discovery, improvement, transmission, and dissemination of knowledge and citizenship education through research, testing, discussion, and debate. The faculty and staff of the College shall allow and encourage students to reach their own conclusions about all controversial beliefs or policies and shall not indoctrinate any social, political, or religious points of view. The College will not endorse or oppose, as an institution, any controversial belief or policy, except on matters that directly impact the institution's funding or mission of discovery, improvement, and dissemination of knowledge.

#### **(B) Definitions**

- 1) "Intellectual diversity" means multiple, divergent, and varied perspectives on an extensive range of public policy issues.
- 2) “Controversial belief or policy” means any belief or policy that may be the subject of political controversy.

#### **(C) The College affirms the following:**

- 1) That it will not encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology, political stance, or view of a social policy, nor will the College require students to do any of those things to obtain an undergraduate or postgraduate degree.
- 2) That no process or decision regulating conditions of work or study shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance.
- 3) That it will seek out invited speakers who have diverse ideological or political views and prominently post on its website a complete list of all speaker fees, honoraria, and other emoluments exceeding five hundred dollars for events that are sponsored by the College.
- 4) That no hiring, promotion or admissions process or decision shall use a diversity statement or any other assessment of an applicant’s political or ideological views,

including encouraging, discouraging, requiring, or forbidding the endorsement, assent to or public expression of a given ideology or political stance.

(D) The College prohibits the following:

- 1) Any orientation or training course regarding diversity, equity, and inclusion unless excepted by the Chancellor of Higher Education, because all aspects of the course or orientation are required to comply with state and federal laws or regulations; comply with state or federal professional licensure requirements; or obtain or retain accreditation.
- 2) The continuation, replacement, or the establishment of new “diversity, equity, and inclusion” offices or departments; or the establishment of new institutional scholarships that use diversity, equity and inclusion in any manner.
- 3) The use of “diversity, equity, and inclusion” in job descriptions.
- 4) Contracting with consultants or third parties whose role would be to promote admission, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.
- 5) The use of political and ideological litmus tests, diversity statements, or any other requirement, assessment, description of an applicant’s commitment to political or ideological views, principle, concept, or formulation in any hiring, promotion, and admissions decisions, including encouraging, discouraging, requiring, or forbidding students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance.

(E) The College 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, while following academic standards, disciplinary integrity, and course objectives.

(F) The College shall respond to complaints regarding any administrator, faculty member, staff, or student who interferes with the intellectual diversity rights prescribed in this Policy, using the Free Speech Violations Procedure, 3354:1-60-03.1.

(G) The President or the President’s designee is hereby directed to take all steps necessary and appropriate for the implementation of this policy.

Effective date: July 10, 2025