

# **H.B. 261 Compliance Review Update (FY 2025 Part 1)**

January 22, 2026



# Review Summary

USHE institutions are **Generally Compliant** with H.B. 261

Review included assessment of:

- Institution sponsored programs
- Board of trustees' reports
- Policies
- Training material
- Organizational charts
- Job descriptions
- Job postings
- Third-party contractors
- Institution strategies
- Other pertinent documents

Institutions completed 13 remediation plans to correct deficiencies

- Institutions already resolved all 13 deficiencies

Remediation process shows progress

# Compliance Review Results

# Levels of Compliance

Symbol	Compliance Level	Definition
✓	Conforms	<i>100% compliance</i>
☑	Generally Conforms	<i>80% - 99% compliance; generally complies, with a few unsystematic deviations; OR unable to verify 100% compliance</i>
✗	Does Not Conform	<i>&lt;80% compliance</i>
-	Unknown	<i>Unable to verify compliance due to lack of verifiable information</i>

# Compliance Summary (Degree Granting)

	UU	USU	WSU	SUU	Snow	UT	UVU	SLCC
Institution Sponsored Programs	✓	✓	✓	✓	✓	✓	✓	✓
Prohibited Submissions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Prohibited Training	✓	✓	✓	✓	✓	✓	✓	✓
Required Training	✓	✓	✓	✓	✓	✓	✓	✓
Required Policies	✓	✓	✓	✓	✓	✓	✓	✓
Prohibited Institution Units	☑	✓	✓	✓	✓	✓	✓	☑
Prohibited Third Party Activities	✓	✓	✓	✓	✓	✓	✓	✓
Viewpoint Diversity Strategies	✓	✓	✓	✓	✓	✓	✓	✓
Syllabi Database	✗	☑	☑	☑	☑	☑	☑	☑

# Compliance Summary (Tech Colleges)

	BTech	DTech	DXTech	MTech	OWTech	SWTech	TTech	UBTech
Institution Sponsored Programs	✓	✓	✓	✓	✓	✓	✓	✓
Prohibited Submissions	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Prohibited Training	✓	✓	✓	✓	✓	✓	✓	✓
Required Training	✓	✓	✓	✓	✗	✓	☑	✓
Required Policies	✓	✓	✓	✓	✓	✓	✓	✓
Prohibited Institution Units	✓	✓	☑	✓	✓	✓	✓	✓
Prohibited Third Party Activities	✓	✓	✓	✓	✓	✓	✓	✓
Viewpoint Diversity Strategies	✗	✓	✓	✓	✗	✓	✓	✗
Syllabi Database	☑	✓	☑	☑	☑	☑	☑	☑

# Institution Remediation Plans

# Remediation Plans

On or before November 1 of each year, the Board shall prepare and submit a report to the Higher Education Appropriations

Subcommittee on:

(b) if a violation is identified, the remediation plan and progress under Subsection (7)(b).



# Remediation Plans

Institution	Reference(s)	Violation	Date of Plan	Date Resolved
Weber State University	53H-1-504(3)(b)	The college did not maintain "an online [syllabi] database readily searchable by the public" that includes complete syllabi.	3/3/2025	4/30/2025
Dixie Technical College	53B-118(2)(a)	Eight of the ten job postings reviewed included prohibited language.	4/8/2025	4/30/2025
University of Utah	53H-1-504(3)(b)	The university does not maintain "an online [syllabi] database readily searchable by the public."	5/14/2025	11/1/2025
Southwest Technical College	53H-1-504(3)(b)	The college does not maintain "an online [syllabi] database readily searchable by the public" that includes complete syllabi.	7/29/2025	8/27/2025
Ogden-Weber Technical College	53H-1-504(3)(d)	The college did not "develop strategies, including inviting speakers, to promote viewpoint diversity" for FY 2025.	8/22/2025	8/22/2025

*Utah Code 53H-1-502(8), 53H-1-503(6), and 53H-1-504(13)*

# Remediation Plans

Institution	Reference(s)	Violation	Date of Plan	Date Resolved
Bridgerland Technical College	53H-1-504(3)(d)	The college did not "develop strategies, including inviting speakers, to promote viewpoint diversity" for FY 2025.	8/25/2025	9/25/2025
Uintah Basin Technical College	53H-1-504(3)(d)	The college did not "develop strategies, including inviting speakers, to promote viewpoint diversity" for FY 2025.	8/27/2025	9/10/2025
Snow College	53H-1-504(3)(b)	Four of the 10 syllabi randomly selected for review were not included in the syllabi database. Four of the six randomly selected syllabi in the database were incomplete.	9/4/2025	12/24/2025
Utah Tech University	53H-1-504(3)(b)	Five of the 10 syllabi randomly selected for review were not included in the syllabi database.	9/4/2025	11/30/2025

*Utah Code 53H-1-502(8), 53H-1-503(6), and 53H-1-504(13)*

# Remediation Plans

Institution	Reference(s)	Violation	Date of Plan	Date Resolved
Salt Lake Community College	53H-1-504(3)(b)	Three of the 10 syllabi randomly selected for review were not included in the syllabi database.	9/4/2025	1/1/2026
Ogden-Weber Technical College	53H-1-503(3)	OWTech did not "train the institution's faculty and staff on academic freedom and freedom of speech in accordance with state or federal law" in FY 2025.	9/5/2025	9/29/2025
University of Utah	53H-1-504(2) 53H-1-504(3)(a)	A university job description requires the incumbent to "engage in prohibited discriminatory practices" and "take, express, or assert a position or opinion on subjects described in Subsection 67-27-107(1)(b)(ii)."	9/26/2025	11/1/2025
Salt Lake Community College	53H-1-504(2)	The college established and maintains a campus center that appears to promote "discriminatory practices" as defined in Subsection 53H-1-504(1)(c)(i).	10/24/2025	1/1/2026

*Utah Code 53H-1-502(8), 53H-1-503(6), and 53H-1-504(13)*

# Noncompliance Allegation Reports

# Noncompliance Allegation Reports

The Board shall make rules in accordance with Title 63G, Chapter 3, *Utah Administrative Rulemaking Act*, to establish a procedure for accepting and processing an individual's complaint against an institution for an alleged violation of this section.

*Utah Code 53H-1-502(10)*

*Utah Code 53H-1-503(8)*

*Utah Code 53H-1-504(16)*

# Noncompliance Allegation Reports

## R765-130-5 Complaint Procedures

- (1) An individual may submit a report alleging a violation of Section 53H-1-502, 53H-1-503, or 53H-1-504 through Ethics Point or contact the Utah Board of Higher Education's secretary to discuss other reporting options.
- (2) The Office of the Commissioner of Higher Education (OCHE) will review the report and determine whether it includes a credible allegation of a violation of Section 53H-1-502, 53H-1-503, or 53H-1-504. If the allegation is credible, then the Commissioner will assign an investigator.
- (3) The investigator will gather relevant evidence to determine whether there is preponderance of the evidence the institution engaged in a violation of Section 53H-1-502, 53H-1-503, or 53H-1-504.
- (4) The investigator will issue a written report outlining the allegations, relevant evidence, and whether there is a preponderance of the evidence that the institution engaged in prohibited conduct under Section 53H-1-502, 53H-1-503, or 53H-1-504.
- (5) If the Board determines the institution violated Section 53H-1-502, 53H-1-503, or 53H-1-504, the Board will work with the institution, on or before 30 days after that determination, to create a remediation plan and will give the institution 180 days after the day the institution receives the remediation plan to cure the violation. The institution shall provide written documentation to the Board outlining the steps the institution took to cure the violation.

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# Filing a Complaint of Noncompliance



Utah System of Higher Education  
The Gateway  
60 South 400 West  
Salt Lake City, Utah 84101

**General: 1-801-646-4784**

**Scholarships: 1-801-646-4812**

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# H.B. 261 Noncompliance Allegations

Institution	Reference	Allegation	Disposition	Remediation Plan Needed
U of U	53H-1-504(2)(a)	Engaged in prohibited practice	Resolved	No
SLCC	53H-1-504(2)(a)	Engaged in prohibited practice	Resolved	No
USU	53H-1-504(2)(a)	Engaged in prohibited practice	Resolved	No
UVU	53H-1-504(2)(a)	Engaged in prohibited practice	Resolved	No
WSU	53H-1-504(2)(a)	Engaged in prohibited practice	Resolved	No
SLCC*	53H-1-504(2)(a) 53H-1-504(2)(c)	Engaged in prohibited practice	Resolved	Yes

*\*This allegation was received and reviewed in October 2025, which pertains to fiscal year 2026.*

