

4th Sub. H.B. 261
EQUAL OPPORTUNITY INITIATIVES

Senator **Keith Grover** proposes the following amendments:

1. *Page 1, Lines 23 through 24:*

23 ▶ requires the Utah Board of Higher Education (board), the State Board of Education
24 (state board), ~~{and}~~ the state auditor , and executive agency directors to ~~{ensure}~~ review
and report compliance with certain requirements;

2. *Page 7, Lines 196 through 197:*

196 (C) asserts that an individual should be discriminated against in violation of Title VI, Title VII ,
197 and Title IX, receive adverse treatment, be advanced, or receive beneficial treatment because of

3. *Page 8, Lines 227 through 230:*

227 (e) "Title VI" means Title VI of the Civil Rights Act of 1964, 42 U.S.C. Sec. 2000d et seq.
(f) "Title VII" means Title VII of the Civil Rights Act of 1964, 42 U.S.C. Sec. 2000e et
228 seq.
229 ~~{(f)}~~ (g) "Title IX" means Title IX of the Education Amendments of 1972, 20 U.S.C. Sec.
230 1681 et seq.

4. *Page 10, Lines 299 through 302:*

299 (ii) an institution to engage in a prohibited discriminatory practice if the grant has been
300 reviewed and approved by the board: ~~{or}~~
301 (e) requirements necessary for an institution to establish or maintain eligibility for any
302 federal program ~~{.}~~ ; or
(f) private scholarships administered by an institution.

5. *Page 31, Line 954 through Page 32, Line 959:*

954 (a) "Executive agency director" means the executive agency director of an executive
department agency who, at the direction of the governor, carries out state business.
(b) "Governmental employer" means the same as that term is defined in Section
955 67-27-105.
956 ~~{(b)}~~ (c) "Personal identity characteristics" means the same as that term is defined in Section
957 53B-1-118.
958 ~~{(c)}~~ (d) "Prohibited discriminatory practice" means the same as that term is defined in

6. Page 32, Lines 978 through 980:

978 prohibited discriminatory practices; ~~{or}~~

979 (b) establishing policies that are necessary to comply with state or federal law,

980 including laws relating to prohibited discrimination or harassment ~~{-}~~ ; or =

c) establishing policies that are necessary to comply with state law enacted on or before July 1, 2024.

(5) (a) Beginning on July 1, 2024, each executive agency director shall conduct a thorough review of existing agency programs and offices to determine if the program or office is in compliance with Subsection(3).

(b) On or before August 1, 2025, each executive agency director shall report on the compliance of agency programs and offices under Subsection (5)(a) to the governor.

(c) The governor shall provide the reports under Subsection (5)(b) to:

(i) the Government Operations Interim Committee at or before the November, 2025, interim committee meeting; and

(ii) the Legislative Management Committee upon request.