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3. Promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, except as expressly authorized by the TSUS's Office of General Counsel in accordance with a court order or state or federal law; or
4. Conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation except as expressly authorized by the TSUS Office of General Counsel in accordance with a court order or state or federal law.

B. **Diversity, Equity, and Inclusion Training** includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation.

IV. **PROHIBITED ACTIVITIES**

VII. APPROVAL

Dr. Freddie Titus	02/26/2024
Vice President for Strategic Initiatives and Community Relations	Date

Dr. Jaime R. Taylor	02/26/2024
President of Lamar University	Date

POLICY LOG

Revision Number	Date	Description of Changes
1	02/26/2024	Policy approved by President.