

ANTI- DISCRIMINATION

Government Entities, Public Universities, and Public Schools

In order to affirm respect in places that are funded by the State of Nebraska, LB 1077 ensures that discrimination based on one’s race or sex is not taught. History is objective and should be taught without subjective editorializing that assigns fault or blame to a whole race or sex. Let’s teach our students that each individual has the opportunity to thrive, regardless of the past. They can reach their fullest potential by determining the interpretation of objective history and learning to succeed in the present and future without feeling guilt for their race or sex.

Any Government Entity, Public University or Public School will not be able to teach, advocate, promote or act upon **scapegoating**, **stereotyping**, the **defined concepts** that encourage such views or advance prejudice, and discrimination toward others on the basis of any protected characteristic as defined by Title VII of the 1964 Civil Rights Act.

In public universities and schools specifically, employees will be prohibited from discriminating against students on the basis of protected characteristics or political ideology and shall discourage students from discriminating against one another because of protected characteristics or political ideology.

In public universities, the defined concepts may be discussed as part of a larger course.

In public schools, employees will not be able to require, make as part of the course, award course grading or credit for student work with any organization involved in lobbying or political activism on the local, state or federal level in social or public policy advocacy.

Scapegoating Assigning fault, blame or bias based on someone’s race or sex and claiming that they are inherently inclined to oppress others through racism or sexism.

Stereotyping Ascribing character traits, values, moral and ethical codes, privileges, status or beliefs to a group of people or individual based on their race.

Defined Concepts are both racist and sexist, teaching that:

- One race or sex is inherently superior.
- The United States of America or the State of Nebraska are fundamentally and systemically racist or sexist.
- Because of someone’s race or sex, they are automatically racist or sexist, being oppressive whether it is on purpose or not.
- An individual should be discriminated against or receive adverse treatment because of their race or sex.
- Members of one race or sex cannot and should not attempt to treat others without regard to race or sex.
- Someone’s moral character is determined by their race or sex.
- People of a certain race or sex bears responsibility for actions committed in the past by others of the same race or sex.
- An individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of their race or sex.
- Traits such as a hard work ethic are racist or sexist and were created by a particular race or sex to oppress others.



Government Entity

If someone is affected by the violation of this, they may file a complaint with the Attorney General.



Public University

If the Board of Regents or Coordinating Commission for Postsecondary Education finds that the university is knowingly in violation, they can notify the State Treasurer who shall withhold state funds.



Public School

If the State Department of Education finds that the school is knowingly in violation, they can notify the State Treasurer who shall withhold state funds.

“Let the teachers teach!” Under LB 1077 they may continue:

- Providing training that fosters a respectful workplace and learning environment.
- Answer questions about the topics mentioned.
- Promote racial, cultural, ethnic or intellectual diversity or inclusiveness
- Use curriculum that teaches the topics of sexism, slavery, racial oppression, racial segregation, or racial discrimination (including topics relating to the enactment and enforcement of laws resulting in sexism, racial oppression, segregation, and discrimination.)
- Following any court orders to teach or take action containing discussions of specified defined concepts.

LB 1077 specifically states that it does not inhibit or violate First Amendment rights or undermine the protection of intellectual freedom and free expression to the fullest degree. The intellectual vitality shall not be infringed.