



IMPORTANT NOTICE TO ALL STAFF

Walcott ISD, like other Texas public school districts, is required to inform all employees of the requirements of Senate Bill 12 and Texas Education Code §11.005. This notice summarizes employee responsibilities and district expectations regarding compliance with state law.

Please read the following information carefully. If you have questions, please contact **District Administration**.



THE LAW

Senate Bill 12 (89th Legislative Session, 2025) and Texas Education Code (TEC) §11.005 restrict Diversity, Equity, and Inclusion (DEI) activities in Texas public schools. The law is effective immediately and applies to all district employees, contractors, and volunteers.



DISTRICT COMMITMENT

Walcott ISD is committed to complying with state law while continuing to provide a safe, respectful, and supportive learning environment for every student and employee.



YOUR ROLE

All employees are expected to understand these requirements and ensure that their actions, communications, and instructional materials align with state law and district policies.



WHAT'S EXPECTED OF YOU

- Review instructional materials, programs, and communications to ensure alignment with state law and district policies.
- Refrain from participating in or organizing DEI activities that conflict with Senate Bill 12.
- Report any concerns or policy-related questions to District Administration.
- Seek guidance from District Administration before implementing new programs or activities if you are unsure whether they comply with state law or district policy.



DISTRICT POLICIES

Local policies DF and DH address the prohibition of Diversity, Equity, and Inclusion duties and prohibited classroom instruction. These policies ensure due process and the right to appeal disciplinary actions in accordance with district policy and state law.

STATUTORY PROHIBITIONS

Except as strictly required by state or federal law, no employee, contractor, or volunteer may:

- ⊗ Influence hiring or employment practices with respect to race, sex, color, or ethnicity.
- ⊗ Promote differential treatment or provide special benefits to individuals on the basis of race, color, or ethnicity.
- ⊗ Develop or implement policies, procedures, training, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation.
- ⊗ Compel, require, induce, or solicit any person to provide a DEI statement or give preferential consideration based on one.

Note: This prohibition does not restrict standard classroom instruction consistent with the TEKS, federal anti-discrimination compliance data collection, or the celebration of state/federal holidays and commemorative months as outlined in history curricula.



CONSEQUENCES FOR NONCOMPLIANCE

Violations may result in disciplinary action, up to and including termination of employment, and may include referral to the State Board for Educator Certification (SBEC).

- Formal reprimands
- Suspension (with or without pay)
- Termination of employment
- Referral to the State Board for Educator Certification (SBEC)

GUIDANCE FOR EMPLOYEES

TEACHERS

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| ✓ Employees May: | ⊗ Employees May Not: |
| ✓ Teach state-approved curriculum that includes historical facts, literature, and civics—even if those topics touch on race, gender, or inequality. | ⊗ Organize or promote DEI programs or clubs without written parental consent and district approval. |
| ✓ Support all students equally regardless of background, as long as it's not framed as a DEI initiative. | ⊗ Conduct DEI-related training or activities, unless required by federal law. |
| ✓ Participate in federally required training (e.g., Title IX or anti-discrimination training). | ⊗ Use instructional materials that promote or endorse DEI frameworks. |
| ✓ Use inclusive language and classroom practices that promote respect—as long as they do not promote DEI ideology. | ⊗ Make grading decisions based on race, ethnicity, gender identity, or sexual orientation. |
| | ⊗ Solicit or require DEI statements from students or colleagues. |

COUNSELORS

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| ✓ Employees May: | ⊗ Employees May Not: |
| ✓ Provide academic, career, personal, and social guidance as outlined in the Texas Education Code §33.006. | ⊗ Organize or promote DEI programs or training unless required by federal law. |
| ✓ Support all students equally, regardless of race, gender, or background—as long as it's not framed as a DEI initiative. | ⊗ Use materials or curriculum that endorse DEI frameworks or ideologies. |
| ✓ Refer students to outside resources for mental health, college prep, or social services. | ⊗ Solicit DEI statements from students or staff, or give preferential treatment based on race, gender identity, or sexual orientation. |
| ✓ Coordinate with families and staff to promote student success, using inclusive practices that do not violate DEI bans. | ⊗ Engage in evaluation practices that consider DEI-related criteria. |
| ✓ Serve as impartial mediators in student conflicts, including bullying cases, while complying with mandatory reporting laws. | ⊗ Conduct DEI-related classroom guidance without district approval and parental consent. |



EMPLOYEE ACKNOWLEDGMENT

My signature below confirms that I have received, read, and understand this notice.

Employee Name (Printed): _____

Employee Signature: _____ Date: _____

Superintendent Signature: _____ Date: _____

Approved for Distribution