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H.B. 155
136th General Assembly

Bill Analysis

Version: As Introduced

Primary Sponsors: Reps. Lear and Williams

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SUMMARY

- Requires public schools to adopt and enforce a policy that prohibits all of the following:
 - Any orientation or training course regarding diversity, equity, and inclusion (DEI);
 - The continuation of existing or establishment of new DEI offices or departments;
 - Using DEI in job descriptions;
 - Contracting with consultants or third parties whose role is to promote admissions, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression; and
 - Replacing any orientation, training, office, or position designated for DEI with one under a different designation that serves the same or similar purposes, or that uses the same or similar means.
- Requires each public school to establish a complaint process for alleged violations of the policy that complies with standards adopted by the Director of Education and Workforce.

DETAILED ANALYSIS

Policy prohibiting diversity, equity, and inclusion

The bill requires the board of education of each city, local, exempted village, and joint vocational school district to, within 90 days of the bill's effective date, adopt and enforce a policy that prohibits all of the following:¹

1. Any orientation or training course regarding diversity, equity, and inclusion (DEI);

¹ R.C. 3313.475(A).

2. The continuation of existing DEI offices or departments;
3. Establishing new DEI offices or departments;
4. Using DEI in job descriptions;
5. Contracting with consultants or third-parties whose role is or would be to promote admissions, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression; and
6. Replacing any orientation, training, office, or position designated for DEI with one under a different designation that serves the same or similar purposes, or that uses the same or similar means.

Each community school, STEM school, and college-preparatory boarding school must comply with the bill's policy and complaint process requirements in the same manner as a school district.²

Complaint process

The bill requires each district board to establish a process under which a student, parent, or district employee may submit a complaint about an alleged violation of the policy adopted under the bill. The process must comply with standards adopted by the Director of Education and Workforce.

Under the process, each board must investigate any alleged violation and conduct a fair and impartial hearing. If the hearing determines that the policy was violated, the board must determine a resolution to address the violation and prevent any further violation of the policy.³

HISTORY

Action	Date
Introduced	03-06-25

ANHB0155IN-136/ar

² R.C. 3314.03, 3326.11, and 3328.24.

³ R.C. 3313.475(B).