

RULE IMPACT STATEMENT 210:10-1-23

Prohibition of Race and Sex Discrimination [NEW]

a. What is the purpose of the proposed rule change?

The purpose of this rule is to implement the provisions of House Bill 1775 (2021), codified by emergency clause at 70 O.S. § 24-157, and to promulgate rules as required in subsection (B) of section 24-157.

b. What classes of persons will be affected by the proposed rule change and what classes of persons will bear the costs of the proposed rule change?

The rule change will directly affect students and individuals who hold teaching certificates, including teachers and administrators, and other employees of public school districts (i.e., traditional, charter, virtual charter).

c. What classes of persons will benefit from the proposed rule change?

The rule change will work to ensure that the Oklahoma Academic Standards continue to be taught, and that discrimination on the basis of sex and/or race are not tolerated in Oklahoma public schools. This will benefit students, employees and stakeholders of the public schools.

d. What is the probable economic impact of the proposed rule upon affected classes of persons or political subdivisions?

Unknown.

e. What is the probable cost to the agency to implement and enforce the proposed rule change?

The agency anticipates the need for additional staff to perform duties and functions associated with the rule requirements.

f. What is the economic impact on any political subdivision to implement the proposed rule change?

Unknown.

g. Will implementing the rule change have an adverse effect on small business as provided by the Oklahoma Small Business Regulatory Flexibility Act?

Unknown.

h. Are there any other methods which are less costly, nonregulatory, or less intrusive to achieve the purpose of the proposed rule change?

No.

- i. **Will the rule change impact the public health, safety, and environment, and is the change designed to reduce significant risks to the public health, safety, and environment? If so, explain nature of risk and to what extent the proposed rule change will reduce the risk.**

Yes. This rule is proposed in order to prohibit discrimination on the basis of race or sex in the form of bias, stereotyping, scapegoating, classification, or the categorical assignment of traits, morals, values, or characteristics based solely on race or sex. Public schools in this state are prohibited from engaging in race or sex-based discriminatory acts by utilizing these methods, which result in treating individuals differently on the basis of race or sex or the creation of a hostile environment.

- j. **What detrimental effect will there be on the public health, safety, and environment if the rule change is not implemented?**

The agency does not anticipate any detrimental effect on public health, safety, or environment as a result of failure to implement the proposed rule at this time.

- k. **Date Prepared:** January 3, 2022