

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2021

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HOUSE BILL 324  
Committee Substitute Favorable 3/23/21  
Committee Substitute #2 Favorable 5/11/21  
Fourth Edition Engrossed 5/12/21  
PROPOSED SENATE COMMITTEE SUBSTITUTE H324-PCS30465-BE-35

Short Title: Ensuring Dignity & Nondiscrimination/Schools.

(Public)

Sponsors:

Referred to:

March 18, 2021

1 A BILL TO BE ENTITLED  
2 AN ACT TO DEMONSTRATE THE GENERAL ASSEMBLY'S INTENT THAT STUDENTS,  
3 TEACHERS, ADMINISTRATORS, AND OTHER SCHOOL EMPLOYEES RECOGNIZE  
4 THE EQUALITY AND RIGHTS OF ALL PERSONS AND TO PROHIBIT PUBLIC  
5 SCHOOL UNITS FROM PROMOTING CERTAIN CONCEPTS THAT ARE CONTRARY  
6 TO THAT INTENT.

7 The General Assembly of North Carolina enacts:

8 **SECTION 1.** Article 8 of Chapter 115C of the General Statutes is amended by adding  
9 a new section to read:

10 "**§ 115C-81.61. Ensuring dignity and nondiscrimination in schools.**

11 (a) The General Assembly finds that Article I, Section 1 of the Constitution of this State  
12 recognizes the equality and rights of all persons. Therefore, it is the intent of the General  
13 Assembly that students, teachers, administrators, and other school employees respect the dignity  
14 of others, acknowledge the right of others to express differing opinions, and foster and defend  
15 intellectual honesty, freedom of inquiry and instruction, and freedom of speech and association  
16 and that the public schools of North Carolina employ teaching methods and procedures to further  
17 that intent.

18 (b) For the purposes of this section, "promote" shall mean compelling students, teachers,  
19 administrators, or other school employees to affirm or profess belief in the concepts described in  
20 subsection (c) of this section.

21 (c) Public school units shall not promote that:

22 (1) One race or sex is inherently superior to another race or sex.

23 (2) An individual, solely by virtue of his or her race or sex, is inherently racist,  
24 sexist, or oppressive.

25 (3) An individual should be discriminated against or receive adverse treatment  
26 solely or partly because of his or her race or sex.

27 (4) An individual's moral character is necessarily determined by his or her race or  
28 sex.

29 (5) An individual, solely by virtue of his or her race or sex, bears responsibility  
30 for actions committed in the past by other members of the same race or sex.

31 (6) Any individual, solely by virtue of his or her race or sex, should feel  
32 discomfort, guilt, anguish, or any other form of psychological distress.

33 (7) A meritocracy is inherently racist or sexist.



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- 1           (8)    The United States was created by members of a particular race or sex for the  
2           purpose of oppressing members of another race or sex.  
3           (9)    The United States government should be violently overthrown.  
4           (10)   Particular character traits, values, moral or ethical codes, privileges, or beliefs  
5           should be ascribed to a race or sex or to an individual because of the  
6           individual's race or sex.  
7           (11)   The rule of law does not exist, but instead is a series of power relationships  
8           and struggles among racial or other groups.  
9           (12)   All Americans are not created equal and are not endowed by their Creator with  
10          certain unalienable rights, including life, liberty, and the pursuit of happiness.  
11          (13)   Governments should deny to any person within the government's jurisdiction  
12          the equal protection of the law.

13          (d)    Public school units shall (i) notify the Department of Public Instruction and (ii) make  
14          general information available on the public school unit's website, with detailed information  
15          available upon request, at least 30 days prior to any of the following:

- 16           (1)    Providing instruction regarding concepts described in subsection (c) of this  
17           section in curricula, reading lists, seminars, workshops, trainings, or other  
18           educational or professional settings.  
19           (2)    Contracting with, hiring, or otherwise engaging speakers, consultants,  
20           diversity trainers, and other persons for the purpose of discussing concepts  
21           described in subsection (c) of this section.  
22           (3)    Contracting with, hiring, or otherwise engaging speakers, consultants,  
23           diversity trainers, and other persons who have previously advocated for the  
24           concepts described in subsection (c) of this section.

25          (e)    Subsections (c) and (d) of this section shall not apply to the following:

- 26           (1)    Speech protected by the First Amendment of the U.S. Constitution.  
27           (2)    Utilizing materials, as part of a course of instruction, curriculum, instructional  
28           program, or supplemental instruction, that include the following:  
29            a.    The history of an ethnic group, as described in textbooks and  
30            instructional materials adopted in accordance with Part 3 of this  
31            Article.  
32            b.    The impartial discussion of controversial aspects of history.  
33            c.    The impartial instruction on the historical oppression of a particular  
34            group of people based on race, ethnicity, class, nationality, religion, or  
35            geographic region.  
36            d.    Historical documents relevant to sub-subdivisions a. through c. of this  
37            subdivision that are permitted under G.S. 115C-47(29c).  
38           (3)    Accessing materials on an individual basis that advocate concepts described  
39           in subsection (c) of this section for the purpose of research or independent  
40           study.  
41           (4)    Stating concepts described in subsection (c) of this section or assigning  
42           materials that incorporate concepts for educational purposes in contexts that  
43           make clear the public school unit does not sponsor, approve, or endorse such  
44           concepts or works."

45          **SECTION 2.** G.S. 115C-218.85(a) is amended by adding a new subdivision to read:  
46          "(6) A charter school shall comply with G.S. 115C-81.61 in order to ensure dignity  
47          and nondiscrimination at the charter school."

48          **SECTION 3.** G.S. 115C-238.66(1) reads as rewritten:

49          "(1) Academic program. –

50          ...

1                   f.       The board of directors shall comply with G.S. 115C-81.61 in order to  
2                               ensure dignity and nondiscrimination at the regional school."  
3       **SECTION 4.** G.S. 116-239.8(b)(2) reads as rewritten:  
4       "(2)   Laboratory school course of study. –  
5                   ...  
6                   e.       The chancellor shall comply with G.S. 115C-81.61 in order to ensure  
7                               dignity and nondiscrimination at the laboratory school."  
8       **SECTION 5.** Section 6(d) of S.L. 2018-32 is amended by adding a new subdivision  
9       to read:  
10       "(5a) G.S. 115C-81.61, Ensuring Dignity and Nondiscrimination in School."  
11       **SECTION 6.** This act is effective when it becomes law.