

# HB 7: Individual Freedom- What You Should Know

**HB 7 affects the following statutes:**



**Florida Civil Rights Act**



**Florida Educational Equity Act**



**Required Instruction in Public Schools**



**Instructional Materials and School Community Professional Act**

## Basics



**HB 7 may effect the ways in which employees and students are trained and taught.**

- Effective July 1, 2022
- Applies to employees, employers (15 employees or more), employment agencies, labor organizations, and K-20 public education students in the state of FL.
- Click [HERE](#) for the legislative staff analysis, which provides more explanation.

## Unlawful Employment Practices and Instruction

**Prohibits: Subjecting any individual, as a condition of employment, membership, certification, licensing, credentialing, or passing an examination, to training, instruction, or any other required activity; or subjecting any K-20 public education student or employee to training or instruction, that espouses, promotes, advances, instills, or compels such individual to believe the following concepts :**

- **Moral Superiority:** Members of a particular race, color, national origin or sex are morally superior.
- **Inherent Racism:** An individual, by virtue of their race, color, national origin, or sex are inherently racist, sexist, or oppressive, whether consciously or unconsciously.
- **Privilege and Oppression:** An individual’s moral character or status as either oppressed or privileged is determined by their race, color, national origin, or sex.
- **Discrimination for Past Action:** A person bears responsibility or should be discriminated against or receive adverse treatment because of actions committed in the past by other members of the same race, color, national origin, or sex.
- **Diversity and Inclusion:** A person should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.
- **Responsibility for Past Action:** A person bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the person played no part, committed in the past by other members of the same race, color, national origin, or sex.
- **Oppressive Systems:** Merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, national origin, or sex to oppress members of another race, color, national origin, or sex.

## Permissible Activity

You may discuss the concepts listed above in training or instruction if you do so in an objective manner that does not indicate a preference for a particular concept.

## Penalties

Depending on the substantiated violation, the University, or you personally, could face civil litigation and financial penalties. HB 7 violations could also render responsible SUS institutions ineligible for performance-based funding (PBF) in the subsequent fiscal year.

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## Education Equity

**HB 7 reiterates that all public K-20 education classes will be available without regard to race, color, sex, disability, religion, or marital status (does not include programs designed to meet needs of students with special needs and limited English proficiency).**

**The legislation also highlights that guidance, counseling, and financial assistance services shall be available to all students equally; guidance and counseling services shall provide access to academic and career opportunities without regard to race, color, sex, disability, religion, or marital status.**

**Impermissible Activity:**

- **Generally:** Individuals may not be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any public K-20 education program or activity, or in any employment conditions or practices, on the basis of race, color ethnicity, national, origin, sex gender, disability, religion, or marital status.
- **Athletics:** Exclusion, on the basis of sex, from the benefits or participation in any interscholastic, intercollegiate, club, or intramural athletics offered by a public K-20 educational institution; and no public K-20 educational institution shall provide athletics separately on such basis.

## Permissible Activity

- **Single-Gender Classes and Sports:** Separation of students for single-gender programs for any portion of a class that deals with human reproduction, or participation in contact sports; including wrestling, boxing, rugby, ice hockey, football, basketball, and other sports in which the purpose or major activity involves bodily contact.
- **Separate Teams:** Operate or sponsor separate teams for members of each sex IF the selection for such teams is based on competitive skill or involves a bodily contact sport.

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