

## **Policy 1-204 No Diversity, Equity, and Inclusion (DEI) Initiatives**

The Lake Havasu Unified School District is committed to fostering an educational environment that prioritizes academic excellence and individual achievement. This Policy reflects our intentional choice to maintain neutrality regarding matters of diversity, equity, and inclusion in all aspects of educational policy and practice.

**Definition – Diversity, Equity, and Inclusion (DEI)** refers to a framework that prioritizes identity-based characteristics – such as race, gender, or ethnicity – over merit, competence, and individual ability. In this view, diversity is seen as the forced inclusion of specific groups regardless of qualifications, equity is interpreted as the artificial leveling of outcomes through preferential treatment or lowered standards, and inclusion is framed as a coercive push to conform to ideological norms, often at the expense of free thought or genuine fairness.

**Policy Statement –** The Lake Havasu Unified School District believes that educational success should be based solely on merit, academic performance, and individual effort. Consequently, the District will not support or engage in programs, curricula, or initiatives explicitly focused on diversity, equity, or inclusion.

### Policy Guidelines:

1. Curricular Content
  - a. The District will not adopt or implement any curricular materials, library books, or teaching practices that emphasize diversity, equity, or inclusion as basic tenets of the educational experience.
2. Training and Professional Development
  - a. The District will not require, endorse or fund training programs, workshops, or professional development sessions focused on DEI principles for staff or administration.
3. Recruitment and Hiring Practices
  - a. Employment practices will not incorporate DEI goals. The selection and hiring of staff will focus solely on qualifications, experience, and suitability for their roles, without consideration of demographic factors.
4. Communication
  - a. All external communication and marketing from the District will focus on educational achievements, academic performance, and community engagement, without references to diversity, equity, or inclusion.
5. Compliance with State and Federal Laws
  - a. The District will ensure that it remains compliant with all applicable state and federal laws and regulations adhering to this Policy.
6. Any current programs, curricula, or initiatives subject to removal based on this policy will be reviewed by the Governing Board at a regularly scheduled meeting prior to its removal.

Adopted: April 10, 2025

Lake Havasu Unified School District