



Utah State Board of Education

BOARD RULE R277-328 REQUIREMENTS CHECKLIST

A TECHNICAL ASSISTANCE DOCUMENT

May 2024

2024 R277-328 REQUIREMENTS CHECKLIST

The purpose of R277-328 Equal Opportunity in Education is to provide Local Education Agencies (LEAs) with standards for professional learning regarding equal opportunities in education and prohibited discriminatory practices. Below is a checklist of *required topics* for Equal Opportunity in Education Professional Learning for educators that LEAs may use if desired.

The professional learning being provided includes instruction on one or more of the following topics as indicated by a checked box:

- Fostering a learning environment which is safe, conducive to the learning process, and free from unnecessary disruption
- Identifying students in need of additional academic supports
- Implementing principles and strategies of inclusion so that:
 - A student with a disability is educated with peers without a disability to the maximum extent appropriate, consistent with IDEA
 - Specially designed instruction is provided in addition to, not instead of, high-quality core instruction as consistent with IDEA
- Recognizing the constitutionally protected rights of all students
- Developing strategies to promote the examination of various viewpoints on a topic in an impartial and politically neutral manner

The professional learning being provided includes instruction on one or more of the following discriminatory practices as described in Section 53B-1-118, clarifying that educators **may not promote** that:

- One personal identity characteristic is inherently superior or inferior to another personal identity characteristic
- An individual, by virtue of the individual's personal identity characteristics, is inherently privileged, oppressed, racist, sexist, oppressive, or a victim, whether consciously or unconsciously
- An individual should be discriminated against in violation of Titles VI & VII of the Civil Rights Act of 1964, IX of the Education Amendments of 1972, and

Section 504 of the Rehabilitation Act of 1973, receive adverse treatment, be advanced, or receive beneficial treatment because of the individual's personal identity characteristics

- An individual's moral character is determined by the individual's personal identity characteristics
- An individual, by virtue of the individual's personal identity characteristics, bears responsibility for actions committed in the past by other individuals with the same personal identity characteristics
- An individual should feel discomfort, guilt, anguish, or other psychological distress solely because of the individual's personal identity characteristics
- Meritocracy is inherently racist or sexist
- Socio-political structures are inherently a series of power relationships and struggles among racial groups
- Resentment between, or resentment of, individuals by virtue of their personal identity characteristics
- The ascribing of values, morals, ethical codes, privileges, or beliefs to an individual because of the individual's race, color, ethnicity, sex, sexual orientation, national origin, or gender identity
- Inclusion of a prohibited submission as outlined in Section 67-27-105
- Is referred to or named diversity, equity, and inclusion, used in conjunction