

MANDATORY MEMORANDUM NO. 26-001

Procedural Rule

Bluefield State University – Compliance with W.Va. Code §18B-1G-2(a), Relating to the Prohibition of Diversity, Equity and Inclusion Offices and Officers in State Institutions of Higher Education

A. Purpose & Scope

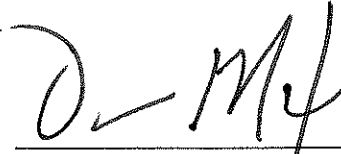
1. This Procedural Rule provides required guidance relating to the appropriate disciplining, including by termination, of an employee or contractor of Bluefield State University who/which engages in violation of W.Va. Code §18B-1G-2(a), relating to the prohibition of Diversity, Equity and Inclusion Offices and Officers in state institutions of higher education.

B. Procedure

1. Effective July 11, 2025, the W.Va. Code §18B-1G-2(a), prohibits institutions of higher education from:
 - a. Establishing, sustaining, supporting, staffing or maintaining a diversity, equity and inclusion officer or office;
 - b. Hiring or assigning an employee of the institution, or contracting with a third-party, to perform the duties of a diversity, equity and inclusion office;
 - c. Compelling, requiring, or soliciting any person to provide a diversity, equity and inclusion statement or giving preferential consideration to any person based upon the provision of a diversity, equity and inclusion statement;
 - d. Giving preference on the basis of diversity, equity and inclusion to an applicant for employment, an employee, or a participant in any function of the institution; or
 - e. Requiring as a condition of enrolling at the institution or performing any institution function any person to participate in diversity, equity and inclusion training.
2. As required by said statute, any employee who engages in violation of W.Va. Code §18B-1G-2(a), relating to the prohibition of Diversity, Equity and Inclusion Offices and Officers in state institutions of higher education, not otherwise required by law, shall be subject to disciplinary action, including termination.
3. As required by said statute, any contractor of Bluefield State University which engages in violation of W.Va. Code §18B-1G-2(a), relating to the prohibition of Diversity, Equity and Inclusion Offices and Officers in state institutions of higher education, not otherwise required by law, shall be subject to termination of any applicable contract or agreement.

This Memorandum shall apply to Bluefield State University, its properties, and its employees and contractors, effective January 14, 2026.

Entered this 14th day of January, 2026.

A handwritten signature in black ink, appearing to read 'D. Martin', is written over a horizontal line.

Darrin Martin, Ed.D.
President