

October 1, 2025

Legislative Research Commission
Interim Joint Committee on Education
Delivered via E-mail

To whom it may concern,

Morehead State University (“MoSU”) submits this report subject to the requirements outlined in House Bill 4 (“HB 4”) Section 5. Therein, institutions are asked to submit a report containing:

“A complete list and description of the nature, costs, and source of authority of all policies, programs, practices, and procedures of the institution that are: (a) designed or implemented to promote or provide differential treatment or benefits to individuals on the basis of religion, race, sex, color, or national origin; and (b) required pursuant to any applicable federal or state law, a court order, or a binding contract entered into prior to the effective date of this Act.”

MoSU maintains a few policies, programs, practices, and/or procedures related to the prevention and prohibition of protected class discrimination and harassment pursuant to state and federal laws and directives, including but not limited to Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Equal Pay Act of 1963, Vietnam Era Veterans Readjustment Assistance Act of 1974, Age Discrimination in Employment Act of 1967, Sections 503 and 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, and Kentucky Revised Statutes 207.130 to 207.240; Chapter 344; and other applicable statutes.

Specifically, MoSU maintains a robust [Nondiscrimination Statement](#) and a policy to address allegations of discrimination and harassment. The MoSU Board of Regents voted to approve amendments to both policies at its June 20, 2025 meeting, which extended protections to individuals on the bases of political and social viewpoint and affirmed MoSU’s commitment to intellectual diversity and viewpoint neutrality. These changes have been implemented in the normal course of business through the work of regular employees at no additional monetary cost to the University.

As a part of our discrimination and harassment prevention efforts, MoSU requires mandatory onboarding and yearly refresher training of all employees on protected class discrimination and harassment, as well as severe sexual harassment as defined by Title IX. These courses are provided

electronically by our insurer, United Educators, as part of a package of employee training and learning materials on various topics. As such, the cost of individual courses is not available.

Additionally, approximately five employees have been tasked with responsibilities related to Title IX investigation and compliance on top of their primary appointments. All Title IX employees have primary responsibilities in areas outside of Title IX at MoSU. The total budget for Title IX administration is \$47,900, which accounts for additional pay to the Title IX Coordinator and Deputy Coordinator for their services, trainings for staff with Title IX responsibilities pursuant to Title IX regulations, and general needs related to administration of investigations, hearings, and compliance.

The Office of Human Resources and the Dean of Students' Office address allegations of discrimination and harassment outside of the Title IX context. These efforts are integrated into the varied work of each office and into their overall budget, thus a specific cost of operations to address discrimination and harassment cannot be separated out. There are no employees in these offices who work solely on discrimination and harassment prevention and management.

Pursuant to Kentucky Senate Joint Resolution 55 ("SJR 55"), the MoSU Board of Regents voted on June 20, 2025 to include in MoSU's Nondiscrimination Statement a specific statement condemning religious and ethnic discrimination, including acts of antisemitism. Additionally, messaging related to the condemnation of antisemitism and the process for addressing allegations of discrimination and harassment has been distributed to the student body in accordance with the requirements of SJR 55. Some minor expense was incurred in these efforts, as physical flyers are required by the resolution.

Prior to the passage of HB 4, MoSU identified approximately \$70,000 of general expense that had previously been allocated toward DEI-related endeavors. MoSU reallocated those funds to other University programs prior to the date of enactment of HB 4.

Additionally, MoSU officials responsible for grant administration and procurement performed a comprehensive review of their areas prior HB 4 enactment. Administrators contacted outside funding sources and sought modification of grant requirements to comply with HB 4. New grants, contracts, and agreements are reviewed for HB 4 compliance prior to execution. At this time, we are aware of no grants or contracts that still contain DEI-related requirements.

For more information related to the allocation of MoSU funds, please see the current and historical university operating budgets, which can be found online and at following link.

[Morehead State Operating Budget 2025-2026](#)

General Disclaimer:

This report reflects the University's best awareness at the time of submission. MoSU remains committed to full compliance with all applicable laws and requirements. MoSU continues to review its policies, programs, practices, and procedures for any such items required by HB 4 that were not identified herein. If any such occurrences arise, they will be disclosed in future reports or amended to this report, as appropriate. Contracts, memoranda, agreements, and grants are reviewed on a continuing basis. Any such current or future agreements containing legally binding elements relevant herein will be disclosed as appropriate.

Interpretations in this report are based on current legal guidance and understanding of the language of HB 4 and other applicable state and federal law. Should new guidance be issued or interpretation of law and guidance change, future reports will be updated as appropriate.

HB 4 Exclusions:

This report does not include policies, programs, practices, or procedures deemed by MoSU General Counsel to fall within an exception or exemption listed in HB 4. To the extent any such policies, programs, practices, or procedures should be included in this report, undersigned counsel will supplement this report upon request.

Certification

I hereby certify that the contents of this report are true, accurate, and complete to the best of my knowledge and belief. This report is submitted pursuant to HB 4 Section 5 by MoSU General Counsel as a part of ongoing compliance efforts.

Sincerely,



Meredith B. Reeves
General Counsel
Morehead State University