

NUMBERED MEMO CC26-037

TO: Members of the State Board of Community Colleges, Chairs of the Community College Boards of Trustees, Community College Presidents, Chief Academic Officers, Chief Admissions Officers, Basic Skills Directors, Business Officers, Continuing Education Officers, Customized Training Directors, Chief Financial Officers, Distance Learning, Financial Aid Officers, Personnel Officers, Student Development Administrators, Public Information Officers, Registrars, & Other Interested Parties

FROM: Jonnell Carpenter, *NCCCS General Counsel*

SUBJECT: Proposed Adoption of 1B SBCCC 800.3 – Dignity and Nondiscrimination

DATE: July 21, 2026

On July 17, 2026, the State Board of Community Colleges (SBCC) initiated the rulemaking process to adopt **1B SBCCC 800.3 – Dignity and Nondiscrimination**. The proposed adoption would comply with Session Law 2026-21 which required the SBCC to adopt a policy on diversity, equity, and inclusion at community colleges. The proposed adoption is published on the NC Community College System's website, [Numbered Memos - NCCCS \(ncccommunitycolleges.edu\)](https://ncccommunitycolleges.edu). For your convenience, a copy of the proposed rule, with the adopted language indicated, is attached to this memorandum. Strikethroughs indicate deletions of existing language and underlines indicate additions of language.

Any member of the public has the right to submit written comments on the proposed rule. Please note that any person who submits public comments on behalf of their community college should comply with their college's local process for submitting comments on a proposed rule. **Written comments on the rule must be received by no later than 5:00 p.m. on August 20, 2026.** Any member of the public has the right to request a hearing on the proposed rule. **Requests for a hearing must be received by no later than 5:00 p.m. on August 5, 2026.**

Written comments and requests for hearing shall be directed to the following address:
Jonnell Carpenter, 5001 Mail Service Center, Raleigh, NC 27699-5001 or by email to
publiccomments@nccommunitycolleges.edu. Thank you for your attention to this matter.

CC26-037

Email Copy
Attachment



State Board of Community Colleges Code

Notice of Proposed Rulemaking Form

Date: July 21, 2026

Title, Chapter, Subchapter, and Rule Number of Rule Proposed to be Adopted, Amended, or Repealed	Adoption of 1B SBCCC 800.3 – Dignity and Nondiscrimination
---	--

Specify whether the SBCC proposes to amend, adopt, or repeal a rule:

Adopt
(new rule)

Amend
(change existing rule)

Repeal
(delete entire rule)

X		
---	--	--

Rationale for proposed adoption, amendment, or repeal:	This adoption is in response to Session Law 2026-21 which requires the State Board of Community Colleges to adopt a policy on diversity, equity, and inclusion at community colleges.
---	---

Proposed Effective Date of Rule	October 1, 2026
--	-----------------



State Board of Community Colleges Code
TITLE 1. COMMUNITY COLLEGES

CHAPTER B. COLLEGE OPERATIONS

SUBCHAPTER 800. DIVERSITY, EQUITY, AND INCLUSION

1B SBCCC 800.3 Dignity and Nondiscrimination

(a) Colleges shall not do any of the following:

- (1) Engage in or advocate for discriminatory practices.
- (2) Compel students, professors, administrators, or other employees to affirm or profess belief in divisive concepts.
- (3) Endorse divisive concepts.
- (4) Maintain an office, division, or other unit:
 - (A) promoting discriminatory practices or divisive concepts or
 - (B) referred to as or named diversity, equity, and inclusion.
- (5) Employ or assign an employee whose duties for a College include promoting discriminatory practices or divisive concepts.
- (6) Require completion of a course related to divisive concepts for purposes of awarding a degree or completion of a program, except as provided in subsection (b) of this section.

(b) This section shall not be construed to limit any of the following:

- (1) Speech protected by the First Amendment of the U.S. Constitution.
- (2) Materials accessed on an individual basis that advocate divisive concepts or discriminatory practices for the purpose of research or independent study.
- (3) Policies or procedures required by State or federal law.
- (4) Instruction or discussion on divisive concepts that makes it clear the College does not endorse divisive concepts.
- (5) In the discretion of the College president, a course related to divisive concepts that is required for a specific degree program. The College

1 president shall report to the System Office on any course that is required
2 under this subchapter. Thereafter, the System Office will provide an annual
3 report to the State Board.

4 (c) Each College shall certify annually in writing by September 1 to the System Office
5 as required in Subsection (d). The System Office shall summarize the certifications
6 in a consolidated report by January 15 annually and submit to the Joint Legislative
7 Commission on Governmental Operations and the Joint Legislative Education
8 Oversight Committee.

9 (d) Certification

10 (1) The first annual required certification must include:

11 (A) An affirmation that the College complies with the requirements of this
12 section.

13 (B) Actions taken to achieve compliance, if any.

14 (C) Information on initial implementation of this subchapter, including but
15 not limited to:

16 (i) reductions in force and spending,

17 (ii) changes to job titles and position descriptions, and

18 (iii) how savings achieved from these actions have been directed.

19 (2) All subsequent annual certifications must include:

20 (A) An affirmation that the College continues to comply with the
21 requirements of this section.

22 (B) Actions taken to achieve compliance, if any.

24 History Note: Authority G.S. 115D-6.1

25 Eff. _____.