

NUMBERED MEMO CC26-059

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: Adoption of 1B SBCCC 800.3 – Dignity and Nondiscrimination

DATE: September 22, 2026

On September 18, 2026, the State Board of Community Colleges (SBCC) voted to adopt the State Board Code, **1B SBCCC 800.3 – Dignity and Nondiscrimination**. The adoption prohibits practices, including endorsing divisive concepts and maintaining offices identified as diversity, equity, and inclusion (DEI) offices. It also requires community colleges to certify their compliance annually by September 1 to the System Office. The System Office will then submit those certifications to the General Assembly by January 15 each year.

The adoption will be effective **October 1, 2026**. At that time, the adopted rule will be published on the North Carolina Community College System's website, [State Board Code - NCCCS \(ncccommunitycolleges.edu\)](https://ncccommunitycolleges.edu). For your convenience, a copy of the rule in its final form is attached to this memorandum.

CC26-059

Email Copy
Attachment

State Board of Community Colleges Code
TITLE 1. COMMUNITY COLLEGES

CHAPTER B. COLLEGE OPERATIONS



SUBCHAPTER 800. POLICIES ON 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, instructors, 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 president shall report to the System Office on any course that is required under this subchapter. Thereafter, the System Office will provide an annual report to the State Board.
- (c) Each College shall certify annually in writing by September 1 to the System Office as required in Subsection (d). The System Office shall summarize the certifications in a consolidated report by January 15 annually and submit to the Joint Legislative Commission on Governmental Operations and the Joint Legislative Education Oversight Committee.
- (d) Certification
- (1) The first annual required certification must include:
- (A) An affirmation that the College complies with the requirements of this section.
 - (B) Actions taken to achieve compliance, if any.
 - (C) Information on initial implementation of this subchapter, including but not limited to:
 - (i) reductions in force and spending,
 - (ii) changes to job titles and position descriptions, and
 - (iii) how savings achieved from these actions have been directed.
- (2) All subsequent annual certifications must include:
- (A) An affirmation that the College continues to comply with the requirements of this section,
 - (B) Actions taken to achieve compliance, if any.

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

Eff. [October 1, 2026](#).