

REFERENCE TITLE: diversity; equity; inclusion; training; prohibition

State of Arizona
Senate
Fifty-seventh Legislature
First Regular Session
2025

SB 1256

Introduced by
Senator Hoffman

AN ACT

AMENDING TITLE 41, CHAPTER 4, ARTICLE 1, ARIZONA REVISED STATUTES, BY
ADDING SECTION 41-710.03; RELATING TO THE DEPARTMENT OF ADMINISTRATION.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 41, chapter 4, article 1, Arizona Revised
3 Statutes, is amended by adding section 41-710.03, to read:

4 41-710.03. State employees; diversity; equity; inclusion;
5 hiring, training or promotion; prohibition;
6 definition

7 A. THIS STATE OR AN AGENCY, BOARD, COMMISSION OR DEPARTMENT OF THIS
8 STATE MAY NOT:

9 1. USE DIVERSITY, EQUITY AND INCLUSION PROGRAMS FOR HIRING,
10 TRAINING OR PROMOTION PURPOSES.

11 2. REQUIRE AN EMPLOYEE TO ENGAGE IN A DIVERSITY, EQUITY AND
12 INCLUSION PROGRAM.

13 3. REQUIRE, AS A CONDITION OF A CONTRACT, PARTICIPATION IN A
14 DIVERSITY, EQUITY AND INCLUSION PROGRAM.

15 B. THE DEPARTMENT SHALL MONITOR THE HIRING PRACTICES OF THIS STATE
16 OR AN AGENCY, BOARD, COMMISSION OR DEPARTMENT OF THIS STATE TO ENSURE THAT
17 DIVERSITY, EQUITY AND INCLUSION PROGRAMS ARE NOT USED TO HIRE, TRAIN OR
18 PROMOTE ANY EMPLOYEE.

19 C. FOR THE PURPOSES OF THIS SECTION, "DIVERSITY, EQUITY AND
20 INCLUSION PROGRAM" MEANS A PROGRAM THAT REQUIRES AN EMPLOYEE TO
21 PARTICIPATE IN OR ATTEND A TRAINING, ORIENTATION, WORKSHOP, THERAPY OR
22 SIMILAR ACTIVITY THAT FOCUSES ON JUSTIFYING DIFFERENTIAL TREATMENT OR
23 BENEFIT ON THE BASIS OF SEX, COLOR, GENDER, ETHNICITY, GENDER IDENTITY OR
24 SEXUAL ORIENTATION.