



OFFICE OF THE PRESIDENT

September 19, 2025

Attorney General Russell Coleman
Representative Scott Lewis, Co-Chair, Interim Joint Committee on Education
Representative James Tipton, Co-Chair, Interim Joint Committee on Education
Representative Steve West, Co-Chair, Interim Joint Committee on Education

RE: Kentucky State University's Compliance with House Bill 4 (2025)

Dear Interim Joint Committee on Education and the Attorney General:

Kentucky State University (KSU or the University) was chartered in May 1886 as a land grant institution. Located in Frankfort, the state's capital city, KSU has a more than 130-year tradition of educating students to make a difference in the world. The University's 882-acre campus includes a 204-acre agricultural research farm and a 306-acre environmental education center. KSU has more than 135 full-time instructional faculty members and about 2,200 students.

This letter serves as my certification that Kentucky State University has complied with each provision of House Bill 4 from the 2025 General Session of the Kentucky Assembly. KSU has implemented safeguards to ensure continued compliance and has taken all necessary actions to align its policies, programs, and operations with the requirements of the Act and achieve full operational integration and complete refinement of all programs.

The University has eliminated DEI initiatives and trainings, DEI offices and officer roles. Further KSU remains committed to fostering a campus environment that champions academic freedom, intellectual diversity, equal opportunity, and a sense of belonging for every individual. Talent Recruitment efforts continue to focus on attracting a broad range of talented individuals. These efforts prioritize merit, qualifications, and unique perspectives, while strictly adhering to House Bill 4's prohibition on preferential treatment based on protected characteristics.

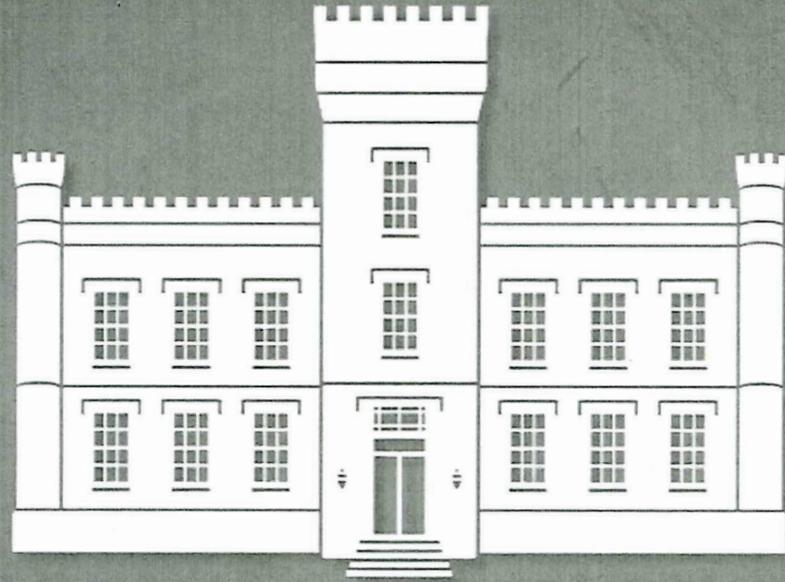
Kentucky State University affirms its compliance with all provisions of HB 4. Having met its current obligations, the University will continue to work to ensure it complies with all federal and state laws, its Viewpoint Neutrality Policy, and non-discriminatory treatment.

Please do not hesitate to contact me if you require any further information.

Sincerely,

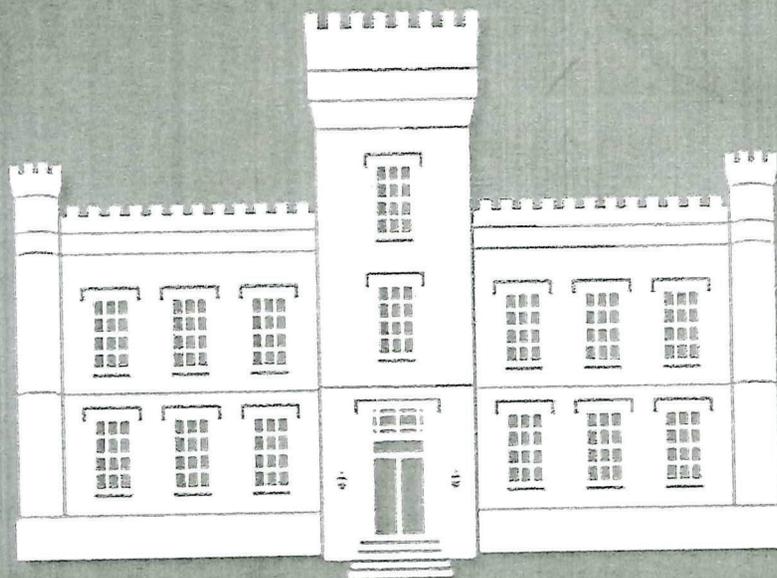
Dr. Koffi C. Akakpo
PRESIDENT

Encl.



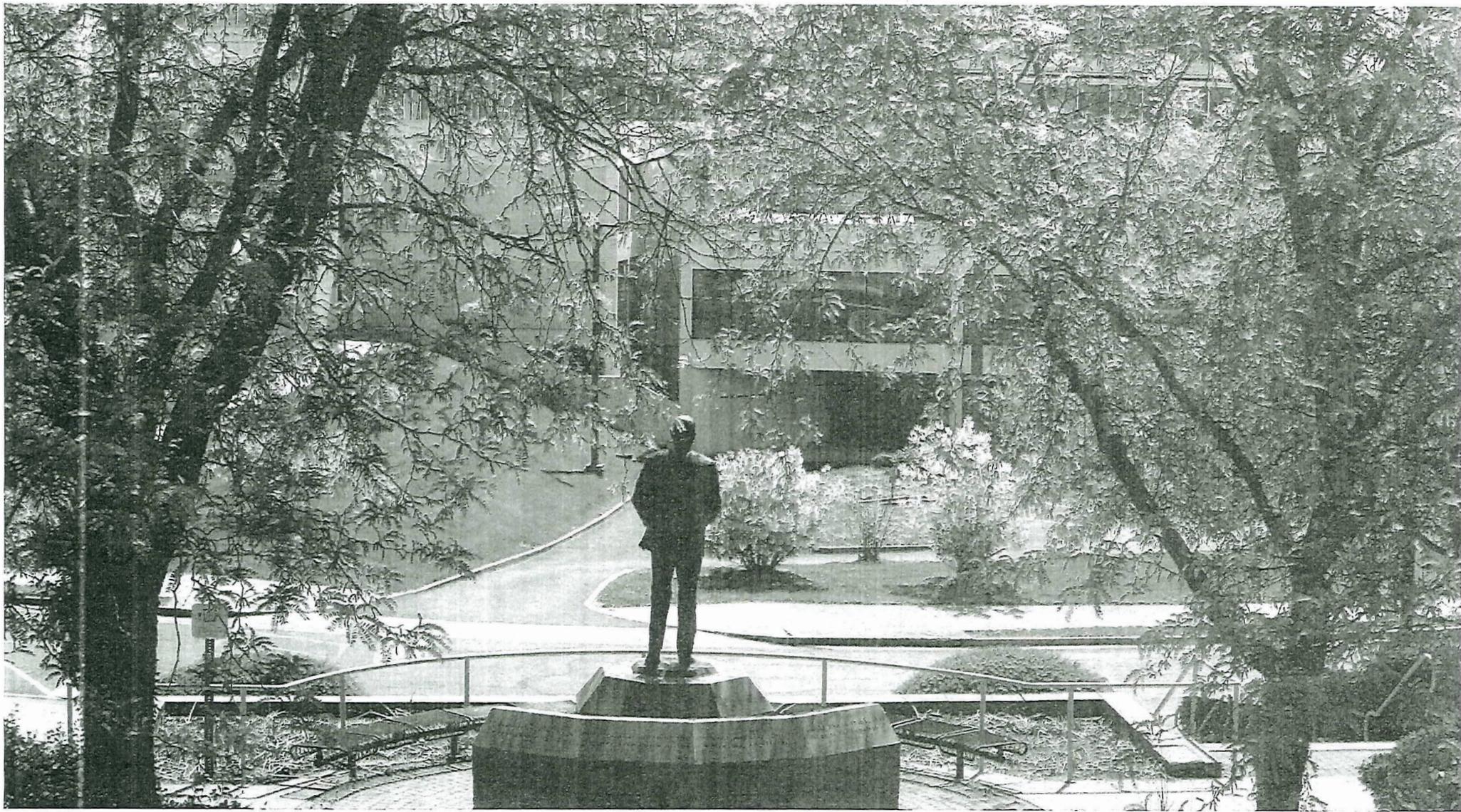
KENTUCKY STATE UNIVERSITY

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KENTUCKY STATE UNIVERSITY

House Bill 4 Testimony | July 15, 2025



Measures Taken

- **Guidance:** Senior administrators received guidance on how to comply with House Bill 4.
- **DEI Office & Program Dissolution:** DEI offices and positions at KSU were dissolved prior to the passage of House Bill 4.
- **Training Cessation:** All DEI training sessions for faculty, staff, and students have been permanently discontinued. Mandatory civil rights trainings do not include DEI training, and trainers instruct employees not to promote DEI initiatives at KSU.
- **Position Audit:** KSU's HR personnel reviewed all job descriptions for DEI-adjacent language. All job descriptions that included such language were revised, and affected employees were notified to cease any DEI-related initiatives.
- **Program Audit:** KSU Academic & Student Affairs personnel have begun an internal audit of KSU programs to identify and address any activities that might be construed as promoting "discriminatory concepts" or "indoctrination."
- **Scholarships Audit:** KSU Advancement staff conducted an internal audit of donor agreements to identify any agreements that require staff to consider the religion, race, sex, color, or national origin of applicants or candidates.

Measures Taken

- **Policy Review and Revision:** All KSU policies have undergone a comprehensive review and revision to remove any criteria or language that would provide preferential treatment based on religion, race, sex, color, or national origin.
- **Viewpoint Neutrality Policy:** The KSU Board of Regents approved the institution’s viewpoint neutrality policy on June 27, 2025.



KENTUCKY STATE UNIVERSITY
Policies and Regulations

POLICY TITLE:
Gift Acceptance

APPLIES TO:
Faculty
Staff
KSU Thorobreds Foundation, Inc.
External Parties Involved In Soliciting or Receiving Gifts on Behalf of KSU

- KSU and the KSU Thorobreds Foundation, Inc. are committed to full compliance with all applicable federal and state laws. Pursuant to Kentucky law, the Foundation shall not solicit or accept, and KSU shall not endorse the acceptance of, any new gift, pledge, or bequest that:
 - Requires KSU or the Foundation to provide differential treatment or benefits to individuals on the basis of religion, race, sex, color, or national origin.
 - Is designated for the establishment or maintenance of a diversity, equity, and inclusion initiative. This includes, but is not limited to, gifts intended to fund scholarships, programs, or activities that restrict eligibility or provide preferential consideration based on an individual's religion, race, sex, color, or national origin.
 - Contains terms that would require KSU or the Foundation to promote or implement a discriminatory concept.

Types of Gifts and Acceptance Guidelines

Current Gifts:

- **Cash.** Acceptable in any form (check, bank transfer, currency). Acknowledged at full value.
- **Publicly Traded Securities (Stocks, Bonds, Mutual Funds).**
 - Encouraged. Transferred to a Foundation brokerage account or delivered physically with necessary endorsements.



Measures Taken



POLICY TITLE:
Viewpoint Neutrality

APPLIES TO:
Regents, Students, Faculty, Staff, Contractors, Vendors, and Visitors

ADMINISTRATIVE AUTHORITY:
Board of Regents
Office of the President

APPROVED BY:
Kentucky State University Board of Regents

EFFECTIVE DATE:
June 27, 2025

NEXT REVIEW DATE:
June 27, 2028

Kentucky State University (KSU) is committed to maintaining an academic environment that champions open inquiry and the unrestricted exchange of diverse perspectives. KSU recognizes that educational excellence flourishes when individuals from varied backgrounds and with differing viewpoints engage in meaningful scholarly discourse without fear of discrimination based on their social or political viewpoints.

KSU maintains institutional neutrality on political and social issues that fall outside the scope of its educational mission, operational requirements, and legal mandates. This commitment ensures that the institution serves as an open forum for intellectual exploration rather than as an advocate for particular ideological positions.

Individual members of the KSU community retain their fundamental rights to express their personal views, participate in civic activities, and engage in advocacy consistent with applicable KSU policies and legal requirements. The institution's neutrality does not restrict personal academic freedom or individual expression but rather creates space for all perspectives to be heard and evaluated through reasoned debate.

KSU expressly prohibits the use of ideological fitness tests in employment decisions, contract decisions, academic evaluations, student admissions, or degree conferrals. No individual shall be required to affirm or reject specific political, social, or cultural positions as a condition of participation in KSU programs or employment.



POLICY TITLE:
Equal Opportunity & Non-Discrimination

APPLIES TO:
All employees, applicants for employment, students, visitors, volunteers, and contractors

ADMINISTRATIVE AUTHORITY:
Human Resources

Protected Characteristics
In accordance with applicable federal and state laws, KSU prohibits discrimination on the basis of:

- Race;
- Color;
- Ethnic origin;
- National origin;
- Creed;
- Religion;
- Sex;
- Sexual orientation;
- Gender identity;
- Gender expression;
- Pregnancy;
- Marital status;
- Genetic information;
- Military service status;
- Veteran status;
- Physical or mental disability;
- Age;
- Political viewpoint;
- Social viewpoint

POLICY STATEMENT:

Kentucky State University (KSU) is committed to equal opportunity in all employment and educational practices. KSU therefore prohibits discrimination in any KSU employment practice, educational program, or activity on the basis of protected characteristics as defined by this policy and applicable law.

KSU values merit, qualifications, skills, and performance as the primary factors in employment, advancement, admissions, and educational opportunity, and KSU maintains an environment where all individuals are treated with dignity and respect.

KSU is committed to viewpoint neutrality and does not discriminate against individuals based on their political or social viewpoints. No person shall be required to endorse or condemn a specific political or social viewpoint as a condition of employment, admission, or educational opportunity.

This policy complies with applicable federal and state laws, including the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and other applicable legislation.



Ongoing/Planned Measures

- **Donor Agreements:** KSU Advancement staff will meet with private donors to encourage them to amend the language of their donor agreements.
- **Personnel Training:** KSU has planned ongoing training for all departments on KSU's revised policies and the nuances of House Bill 4 to ensure consistent and compliant practices.
- **Website Changes:** As part of ongoing website updates, designated staff will review content for DEI language. Pages containing such content will be evaluated for compliance with House Bill 4. Content that does not meet statutory requirements will be archived if required for record retention or otherwise updated to align with House Bill 4 and current institutional policies.
- **Ongoing Audits:** KSU personnel will continue to audit programs and job descriptions to ensure ongoing compliance with House Bill 4 and institutional policies.
- **Intellectual Freedom Surveys:** KSU will administer CPE's intellectual freedom and viewpoint diversity surveys by no later than November 1, 2025.



Compliance Status

Current Status (as of July 7, 2025):

- KSU has achieved **substantial compliance** with the core requirements of House Bill 4.

Areas of Ongoing Work:

- **Full Operational Integration:** Ensuring that the spirit of the viewpoint neutrality policy and non-discriminatory treatment is fully integrated into all daily operations and departmental practices.
- **Ongoing Monitoring:** Establishment of robust internal monitoring and audit processes to ensure sustained compliance and to address any unforeseen interpretations or challenges that may arise.

Anticipated Date for Full Compliance:

- Full operational integration and complete refinement of all programs are anticipated to be completed by August 1, 2025.



Faculty/Personnel Terminations or Reassignments

Terminations:

- No faculty or personnel have been terminated directly as a result of KSU's compliance with House Bill 4.

Restructuring/Renaming:

- DEI offices and positions were eliminated prior to the passage of House Bill 4.
- All job descriptions that included DEI-adjacent language or initiatives were revised to remove such content, and affected employees were notified to cease any DEI-related initiatives.

Program or Department Closures

Closures:

- No academic programs or departments have been closed as a direct result of House Bill 4. KSU remains dedicated to providing its comprehensive academic offerings.

Reassignments/Role Adjustments:

- Programs are undergoing ongoing review and, if necessary, adaptation to ensure they align with House Bill 4's emphasis on viewpoint neutrality and non-discriminatory treatment.
- No KSU degree programs require any student to enroll in or complete an academic course dedicated to the promotion or justification of a discriminatory concept.



Savings Achieved Through Compliance

No Savings Have Been Achieved:

- KSU eliminated its DEI offices and DEI-focused positions years prior to the passage of House Bill 4, so the institution did not need to eliminate dedicated DEI budgets this year or last year.
- KSU has not hired external DEI trainers or consultants in years, so a reduction in these expenditures has not been realized since the passage of House Bill 4.

Potential Future Savings:

- KSU will carefully review conference agendas to see if they contain any DEI training—even if DEI training is not the primary purpose of a conference.
- KSU will not pay for employees to attend such conferences unless an exemption under House Bill 4 applies.



No Continuation of DEI-Related Measures

DEI-Related Measures are *not* Continuing Under Different Names or Programs:

- KSU eliminated its DEI programs years ago, and the institution will not allow DEI-related measures to continue under new names.
- KSU remains steadfast in its commitment to fostering a welcoming and supporting environment for all students, faculty, and staff.

Intellectual Diversity & Free Expression: Emphasis on intellectual diversity and the robust exchange of ideas is being reinforced through academic programming, campus dialogue initiatives, and faculty development.

Talent Recruitment: Recruitment efforts continue to focus on attracting a broad range of talented individuals. These efforts prioritize merit, qualifications, and unique perspectives, while strictly adhering to House Bill 4's prohibition on preferential treatment based on protected characteristics.

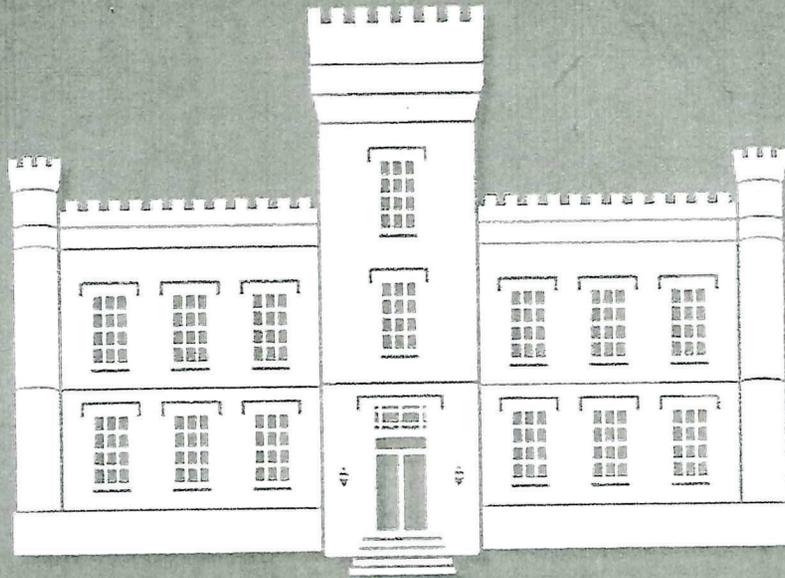
Compliance with Spirit and Letter of the Law: All continuing and newly developed initiatives are being rigorously reviewed to ensure they align with both the letter and the spirit of House Bill 4.



Conclusion & Next Steps

- **Proactive Compliance:** KSU has taken proactive and comprehensive steps to achieve compliance with House Bill 4 by the mandated deadlines.
- **Commitment to Core Values:** KSU remains committed to fostering a campus environment that champions academic freedom, intellectual diversity, equal opportunity, and a sense of belonging for every individual.
- **Ongoing Adaptation:** KSU will continue to monitor the legislative landscape and adapt our policies and practices as necessary to ensure sustained compliance while upholding our mission of providing an excellent educational experience for all.





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