



**ARIZONA STATE SENATE**  
*Fifty-Seventh Legislature, First Regular Session*

FACT SHEET FOR S.B. 1256

diversity; equity; inclusion; training; prohibition

Purpose

Prohibits the state or an agency, board, commission or department of the state from requiring participation in diversity, equity and inclusion (DEI) programs or using DEI programs for hiring, training, or promotion.

Background

An employer may not discharge, refuse to hire or discriminate against any individual on the basis of compensation, disability, terms or conditions of employment because of race, color, religion, sex, age, national origin or on the basis of disability. An employer may not limit, segregate or classify employees or applicants for employment in any way that would deprive any individual of employment opportunities or otherwise adversely affect the individual's status as an employee, because of the individual's race, color, religion, sex, age, national origin or on the basis of disability. The outlined requirements relating to discrimination may not be interpreted to require that the less qualified individual be preferred over the better qualified individual simply because of race, color, religion, sex, age, national origin or on the basis of disability. The state or state agencies may not require an employee to engage in, or use public monies for the purpose of training, orientation or therapy that presents blame or judgement on the basis of race, ethnicity or sex (A.R.S. §§ [41-1463](#) and [41-1494](#)).

There is no anticipated fiscal impact to the state General Fund associated with this legislation.

Provisions

1. Prohibits the state or an agency, board, commission or department of the state from:
  - a) using DEI programs for the purposes of hiring, training, or promotion;
  - b) requiring an employee to engage in a DEI program; and
  - c) requiring, as a condition of a contract, participation in a DEI program.
2. Requires the Arizona Department of Administration to monitor the hiring practices of the state or an agency, board, commission or department of the state to ensure that DEI programs are not used to hire, train or promote an employee.
3. Defines *DEI program* as a program that requires an employee to participate in or attend a training, orientation, workshop, or similar activity that focuses on justifying differential treatment or benefit on the basis of sex, color, gender, ethnicity, gender identity or sexual orientation.
4. Becomes effective on the general effective date.