

Bryson ISD
Public Notice to Independent Contractors and Vendors
Notice of Compliance with Texas Education Code (TEC) §§ 11.005(c) and 28.0022(h)

Pursuant to Texas state law, all independent contractors, vendors, and service providers (collectively referred to as "Contractors") doing business with or providing services to the District are hereby notified of the formal policies and procedures adopted by the Board of Trustees in compliance with Texas Education Code (TEC) §§ 11.005(c) and 28.0022(h).

1. Prohibition on Diversity, Equity, and Inclusion (DEI) Duties (TEC § 11.005(c))
Contractors are strictly prohibited from performing or engaging in Diversity, Equity, and Inclusion (DEI) duties on behalf of the District, as defined by state law. No District funds, resources, or personnel may be utilized by a Contractor to support or advance DEI initiatives, offices, or programs while fulfilling a contract.
2. Prohibitions on Restricted Instructional Concepts (TEC § 28.0022(h)) Contractors who provide instruction, training, curriculum materials, or professional development to District students or staff must adhere strictly to the requirements of TEC § 28.0022. Contractors may not compel or require any individual to adopt, teach, or believe restricted concepts regarding race or sex, including the concept that one race or sex is inherently superior to another, or that an individual is inherently racist, sexist, or oppressive by virtue of their race or sex. Any discussion of controversial public policy or social issues must be conducted objectively and without political bias.
3. Consequences of Non-Compliance Compliance with these statutory requirements is a material condition of all contracts and service agreements with the District. In accordance with state law and local board policy:
 - a. Any Contractor who knowingly violates these policies and procedures shall be subject to immediate disciplinary action.
 - b. Sanctions for violations include, but are not limited to, the **immediate termination of the contract or service agreement** and potential disqualification from future bidding opportunities with the District.
4. Contractor Acknowledgment - By continuing to provide services, submitting bids, or executing agreements with the District, all Contractors acknowledge receipt of this mandatory notice and agree to strictly abide by the prohibitions outlined herein. Contractors are responsible for ensuring that all of their employees, agents, and subcontractors who perform work for the District are informed of and comply with these policies.