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By First Class Mail and Email

January 22, 2026

The Honorable Stephen West
The Honorable Scott Lewis
The Honorable James Tipton
Interim Joint Committee on Education
Kentucky General Assembly
c/o Jay Hartz
Director, Legislative Research Commission
700 Capital Avenue
Frankfort, KY 40601

RE: House Bill 4 Supplemental Report

Gentlemen:

This constitutes the supplemental report of Northern Kentucky University (NKU) regarding its compliance with House Bill 4 (2025 Ky. Acts 120, § 17). This report supplements NKU's report of August 29, 2025, by separately discussing each element of KRS 164.2895 and other requirements of House Bill 4. By these reports and a certification vote taken by the NKU Board of Regents on June 11, 2025, NKU again certifies its compliance with all provisions of House Bill 4.

KRS 164.2895(1)(a): NKU does not provide differential treatment or benefits to individuals in any employment, contracting, or admissions decision or activity on the basis of religion, race, sex, color, or national origin. NKU maintains nondiscrimination policies that prohibit discrimination on the basis of those categories (and others) and reinforces that commitment through periodic nondiscrimination training, including regarding the requirements of House Bill 4. The NKU General Counsel's office also has briefed groups of campus administrators on several occasions regarding House Bill 4 and distributed written guidance to university staff regarding its requirements, and that office serves as a continuing resource to address issues and questions regarding the law.

KRS 164.2895(1)(b): NKU does not discriminate in student admissions on the basis of religion, race, sex, color, or national origin, and it did not do so prior to enactment of House Bill 4. NKU maintains nondiscrimination policies that prohibit discrimination on the basis of those categories (and others) and reinforces that commitment through periodic nondiscrimination training for admissions office staff. The NKU General Counsel's office has briefed groups of campus administrators on several occasions and distributed written guidance to university staff, including admissions office leadership, regarding the requirements of House Bill 4, and it serves as a continuing resource to address issues and questions regarding the law.

KRS 164.2895(1)(c): NKU and the Northern Kentucky University Foundation do not award scholarships or impose scholarship criteria that restrict eligibility or provide other differential treatment to scholarship applicants on the basis of religion, race, sex, color, or national origin, and going forward, neither NKU nor the Foundation execute or renew binding language to that effect. Prior to the effective date of House Bill 4, NKU and the Foundation reviewed all institutional and privately funded scholarships, identified a small handful of privately funded scholarships that included prohibited restrictions or preferences, and ceased awarding those scholarships until they can be made legally compliant, either by obtaining donor consent to a modification or seeking other relief available under Kentucky law to modify those terms. NKU also amended the name of one institutional scholarship to more clearly communicate that it is awarded without consideration of race or other criteria. In addition, NKU maintains nondiscrimination policies that prohibit discrimination on the basis of the named categories (and others) and reinforces that commitment through periodic nondiscrimination training for advancement staff. The NKU General Counsel's office has briefed groups of campus administrators on several occasions and distributed written guidance to university staff, including advancement office leadership, regarding the requirements of House Bill 4, and it serves as a continuing resource to address issues and questions regarding the law.

KRS 164.2895(1)(d): NKU does not discriminate in awarding contracts or making other contracting decisions on the basis of religion, race, sex, color, or national origin, and it did not do so prior to enactment of House Bill 4. NKU maintains nondiscrimination policies that prohibit discrimination on the basis of those categories (and others) and reinforces that commitment through periodic nondiscrimination training for purchasing office staff. The NKU General Counsel's office has briefed groups of campus administrators on several occasions and distributed written guidance to university staff, including purchasing office leadership, regarding the requirements of House Bill 4, and it serves as a continuing resource to address issues and questions regarding the law.

KRS 164.2895(1)(e): NKU does not make housing assignments on the basis of religion, race, sex, color, or national origin, except that it maintains living facilities that are separated on the basis of legal sex reported in connection with the admissions process. Students may choose, at their option, to live in co-ed residential spaces, subject to availability. NKU maintains nondiscrimination policies that prohibit discrimination on the basis of those categories (and others) and reinforces that commitment through periodic nondiscrimination training for housing staff. The NKU General Counsel's office has briefed groups of campus administrators on several occasions and distributed written guidance to university staff, including housing leadership, regarding the requirements of House Bill 4, and it serves as a continuing resource to address issues and questions regarding the law.

KRS 164.2895(1)(f), (g): NKU does not investigate alleged "bias incidents" unless those allegations may rise to the level described in House Bill 4. NKU revised its primary nondiscrimination policy to incorporate the definition of student-on-student harassment described in House Bill 4 and to ensure that the investigation process conforms to applicable law. NKU's offices of General Counsel, Human Resources, and Student Conduct collaborate as needed to ensure that the certification requirement is met prior to any investigation or hearing.

KRS 164.2895(1)(h), (k): In August 2024, months before House Bill 4 was enacted, NKU dissolved its Office of Inclusive Excellence and the associated vice president position. In 2025, NKU dissolved its Center for Student Inclusiveness and the associated offices housing African-American Student Initiatives, Latino Student Initiatives, and LGBTQ+ Student Initiatives, as well as the associated positions and programs. In addition, NKU has reviewed its campus training modules to ensure that they do not promote differential treatment based on those categories. The NKU General Counsel's office has briefed groups of campus administrators on several occasions, with extensive discussions of the statute's prohibitions regarding training, conferences, and similar activities and distributed written guidance to university staff regarding the requirements of House Bill 4, and the General Counsel's office serves as a continuing resource to address issues and questions regarding the law.

KRS 164.2895(1)(i): NKU has reviewed its employment and admission application materials to ensure that none solicit views regarding religion, race, sex, color, or national origin or require any related pledge or affirmation. NKU maintains nondiscrimination policies that prohibit discrimination on the basis of those categories (and others) and reinforces that commitment through periodic nondiscrimination training, including training on House Bill 4's requirements, for members of faculty and staff employment search committees. The NKU General Counsel's office has briefed groups of campus administrators on several occasions and distributed written guidance to university staff regarding the requirements of House Bill 4, and it serves as a continuing resource to address issues and questions regarding the law.

KRS 164.2895(1)(j): During the summer of 2025, NKU reviewed information relating to approximately 2,000 courses and ultimately confirmed that none reflect the "indoctrination" prohibited by House Bill 4. NKU will continue these reviews each year to verify compliance. Of course, in addition to its legal responsibilities, NKU has a responsibility to inspire our students to question, debate, and explore, both in and out of the classroom. The "indoctrination" described in House Bill 4 would be incompatible with this responsibility and our mission.

KRS 164.2896 & Free Expression: At its June 2025 meeting, NKU's Board of Regents reaffirmed the institution's commitment to intellectual diversity and viewpoint neutrality by adopting the following statement:

NKU is committed to offering an excellent education in which scholars engage in a robust exchange of ideas, critique theories and test assumptions, challenge the unexamined, produce creative works, and welcome thoughtful dissent – all in service of our shared search for truth and new knowledge. Our University embraces intellectual diversity and the informed expression and probing of ideas from all perspectives, which are essential to the vitality of our institution and the preparation of our students.

In keeping with this commitment, the University will not discriminate against an individual on the basis of the individual's political or social viewpoint.

In furtherance of those values, NKU will continue to sponsor programs, events and campus initiatives that both advocate for and model the importance of free expression and debate, including through NKU's own Scripps Howard Center for Civic Engagement.

Faculty Hiring and Retention Strategies: NKU recently refreshed its procedures for faculty search committees, to ensure that committees reflect the variety of viewpoints and specialties that thrive on our campus and that committee members understand their obligation to avoid unlawful discrimination in making those important decisions. Among other things, NKU specifically instructs committees to avoid inappropriate questions about candidates' political affiliations. To retain faculty, NKU offers institutional support through mentoring circles, leadership institutes, celebrations of success, and interdisciplinary social gatherings.

Please contact me if you require more information.

Sincerely,

A handwritten signature in blue ink that reads "Grant Garber". The signature is fluid and cursive, with the first name "Grant" and last name "Garber" clearly legible.

Grant W. Garber
Vice President for Legal Affairs and General Counsel

cc: Attorney General Russell Coleman (by first class mail)