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October 1, 2025

By First Class Mail and Email

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: KRS 164.2898 Report

Gentlemen:

This constitutes Northern Kentucky University's 2025 certification regarding House Bill 4-related government mandates, as required by KRS 164.2898.

The University does not maintain policies, programs, practices, or procedures that are designed or implemented to promote or provide differential treatment or benefits to individuals on the basis of religion, race, sex, color, or national origin and that are required pursuant to federal or state law, a court order, or a binding contract entered into prior to June 27, 2025.

The University maintains sex-based distinctions with respect to the following:

- The University maintains intercollegiate and intramural athletics teams whose members are separated on the basis of sex, and ensures equity among those programs, in the manner required by Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) and its implementing regulations (34 C.F.R. § 106.41) and by KRS 164.2813. The total operating and personnel cost associated with the University's intercollegiate athletics teams is approximately \$13.7 million. The total operating and personnel cost associated with the intramural athletics teams is approximately \$111,000.
- The University maintains an Office of Fraternity and Sorority Life that provides education and programming in support of the institution's social fraternities and social sororities, in the manner permitted by Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681(a)(6)) and its implementing regulations (34 C.F.R. § 106.14(a)). The total operating and personnel costs associated with that office and its activities is approximately \$113,000.

- The University maintains policies, accommodations, lactation spaces, and other supports benefiting women that are associated with pregnancy and related conditions, as and in the manner required by Title VII of the Civil Rights Act of 1964, as amended by the Pregnancy Discrimination Act, the Pregnant Workers Fairness Act, the Americans with Disabilities Act, and the Family and Medical Leave Act. Costs associated with establishing the lactation spaces and other compliance measures are nominal (less than \$5,000).
- The University maintains student housing, restroom, and locker room facilities that are designated for use on the basis of sex, in the manner required and permitted by Title IX of the Education Amendments of 1972 and its implementing regulations (34 C.F.R. §§ 106.32, 106.33).

Finally, the University maintains nondiscrimination policies, procedures, training and other programs, and implements related investigative and compliance processes when necessary, to ensure the institution's compliance with applicable federal and state nondiscrimination law. Because these efforts are in furtherance of the institution's commitment not to provide or promote differential treatment to individuals based on the described categories, they are not required to be detailed in this report.

Sincerely,



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