

CHAPTER 25A

WORKPLACE TRAINING BY GOVERNMENT ENTITIES

25A.1 Training prohibited by state and local governments — specific defined concepts.

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1. For purposes of [this section](#), unless the context otherwise requires:

a. “Agency” or “state agency” means the same as defined in [section 8A.101](#).

b. “Governmental entity” means any unit of government in the executive, legislative, or judicial branch of government; an agency or political subdivision; any unit of state government, including its political subdivisions; or any association or other organization whose membership consists primarily of one or more of any of the foregoing and whose budget is comprised primarily of tax-generated revenue.

c. “Governmental subdivision” means a county or city or combination thereof.

d. “Race or sex scapegoating” means the same as defined in [section 261H.8, subsection 1](#).

e. “Race or sex stereotyping” means the same as defined in [section 261H.8, subsection 1](#).

f. “Specific defined concepts” means the same as defined in [section 261H.8](#).

2. Each agency, governmental entity, or governmental subdivision may continue training that fosters a workplace and learning environment that is respectful of all employees. However, the head of an agency, governmental entity, or governmental subdivision shall ensure that any mandatory staff training provided by an employee of an agency, governmental entity, or governmental subdivision, or by a contractor hired by the agency, governmental entity, or governmental subdivision does not teach, advocate, encourage, promote, or act upon stereotyping, scapegoating, or prejudice toward others on the basis of demographic group membership or identity. [This subsection](#) shall not be construed as preventing an employee or contractor who provides mandatory training from responding to questions regarding stereotyping, scapegoating, or prejudice raised by participants in the training.

3. Each agency, governmental entity, or governmental subdivision shall prohibit its employees from discriminating against other employees by any characteristic protected under the federal Civil Rights Act of 1964, Pub. L. No. 88-352, as amended, and applicable state law.

4. [This section](#) shall not be construed to do any of the following:

a. Prevent an agency, governmental entity, or governmental subdivision from promoting racial, cultural, ethnic, or intellectual diversity or inclusiveness, provided such efforts are consistent with the provisions of [this section](#).

b. Create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the state of Iowa, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

c. Prohibit a state or federal court or agency of competent jurisdiction from ordering a training or remedial action containing discussions of specific defined concepts as a remedial action due to a finding of discrimination, including discrimination based on race or sex.

d. Prohibit the use of curriculum that teaches the topics of sexism, slavery, racial oppression, racial segregation, or racial discrimination, including topics relating to the enactment and enforcement of laws resulting in sexism, racial oppression, segregation, and discrimination.

[2021 Acts, ch 163, §1](#)

NEW section