

**House Study Bill 668 - Introduced**

HOUSE FILE \_\_\_\_\_  
BY (PROPOSED COMMITTEE ON  
JUDICIARY BILL BY CHAIRPERSON  
HOLT)

**A BILL FOR**

1 An Act relating to state policies, programs, and licenses with  
2 race, gender, or citizenship requirements.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

unofficial

1 Section 1. Section 8A.111, subsection 7, Code 2026, is  
2 amended by striking the subsection.

3 Sec. 2. Section 8A.402, subsection 1, paragraph d, Code 2026,  
4 is amended to read as follows:

5 d. Equal employment opportunity, ~~affirmative action,~~ and  
6 workforce diversity programs.

7 Sec. 3. Section 19B.1, subsection 1, Code 2026, is amended by  
8 striking the subsection.

9 Sec. 4. Section 19B.2, subsection 1, Code 2026, is amended to  
10 read as follows:

11 1. It is the policy of this state to provide equal  
12 opportunity in state employment to all persons. An individual  
13 shall not be denied equal access to state employment  
14 opportunities because of race, creed, color, religion, national  
15 origin, sex, age, or physical or mental disability. ~~It also is~~  
16 ~~the policy of this state to apply affirmative action measures to~~  
17 ~~correct deficiencies in the state employment system where those~~  
18 ~~remedies are appropriate.~~ This policy shall be construed broadly  
19 to effectuate its purposes.

20 Sec. 5. Section 19B.3, Code 2026, is amended to read as  
21 follows:

22 **19B.3 Administrative responsibilities of department of**  
23 **administrative services and board of regents.**

24 1. The department of administrative services is responsible  
25 for the administration and promotion of equal opportunity and  
26 ~~affirmative action~~ efforts in the recruitment, appointment,  
27 assignment, and advancement of personnel by all state agencies  
28 except the state board of regents and the institutions under ~~its~~  
29 the board's jurisdiction. In carrying out this responsibility,  
30 the department shall do all of the following with respect to  
31 state agencies other than the state board of regents and ~~its~~ the  
32 board's institutions:

33 ~~a. Designate a position as the state affirmative action~~  
34 ~~administrator.~~

35 ~~b. Propose affirmative action standards applicable to each~~

1 ~~state agency based on the population of the community in which~~  
2 ~~the agency functions, the population served by the agency, or the~~  
3 ~~persons that can be reasonably recruited.~~

4 ~~e. Gather data necessary to maintain an ongoing assessment of~~  
5 ~~affirmative action efforts in state agencies.~~

6 ~~d. Monitor accomplishments with respect to affirmative action~~  
7 ~~remedies identified in affirmative action plans of state~~  
8 ~~agencies.~~

9 ~~e. a.~~ Conduct studies of preemployment and postemployment  
10 processes in order to evaluate employment practices and develop  
11 improved methods of dealing with all employment issues related to  
12 equal employment opportunity and affirmative action.

13 ~~f. Establish a state recruitment coordinating committee to~~  
14 ~~assist in addressing affirmative action recruitment needs,~~  
15 ~~with members appointed by the director of the department of~~  
16 ~~administrative services.~~

17 ~~g. b.~~ Address equal opportunity and affirmative action  
18 training needs of all state agencies by doing all of the  
19 following:

20 (1) Providing appropriate training for managers and  
21 supervisors.

22 (2) ~~Insuring~~ Ensuring that all state agencies make training  
23 available for all staff members whose duties relate to personnel  
24 administration.

25 (3) Investigating means for training in the area of career  
26 development.

27 ~~h. c.~~ Coordinate and develop equal employment opportunity  
28 reports, including the initiation of the processes necessary for  
29 the completion of the annual EEO-4 report required by the federal  
30 equal employment opportunity commission.

31 ~~i. d.~~ Address equal opportunity and affirmative action  
32 policies with respect to employee benefits and leaves of absence.

33 ~~j. e.~~ Adopt equal employment opportunity and affirmative  
34 action rules in accordance with chapter 17A.

35 2. The state board of regents is responsible for the

1 administration and promotion of equal opportunity and affirmative  
2 action efforts in the recruitment, appointment, assignment, and  
3 advancement of personnel by the board and the institutions under  
4 its jurisdiction. In carrying out this responsibility, the board  
5 shall do all of the following with respect to the board and its  
6 institutions:

7 ~~a. Designate a position as the regents' affirmative action~~  
8 ~~coordinator.~~

9 ~~b. Propose affirmative action standards applicable to the~~  
10 ~~board and each institution under its jurisdiction.~~

11 ~~c. Gather data necessary to maintain an ongoing assessment of~~  
12 ~~affirmative action efforts.~~

13 ~~d. Monitor accomplishments with respect to affirmative action~~  
14 ~~remedies identified in affirmative action plans.~~

15 ~~e. Conduct studies of preemployment and postemployment~~  
16 ~~processes in order to evaluate employment practices and develop~~  
17 ~~improved methods of dealing with all employment issues related to~~  
18 ~~equal employment opportunity and affirmative action.~~

19 ~~f. Establish an equal employment committee to assist in~~  
20 ~~addressing affirmative action needs, including recruitment.~~

21 ~~g. a. Address equal opportunity and affirmative action~~  
22 ~~training needs by doing all of the following:~~

23 (1) Providing appropriate training for managers and  
24 supervisors.

25 (2) ~~Insuring~~ Ensuring that the board and its institutions  
26 make training available for all staff members whose duties relate  
27 to personnel administration.

28 (3) Investigating means for training in the area of career  
29 development.

30 ~~h. b.~~ Require development of equal employment opportunity  
31 reports, including the initiation of the processes necessary  
32 for the completion of reports required by the federal equal  
33 employment opportunity commission.

34 ~~i. c.~~ Address equal opportunity and affirmative action  
35 policies with respect to employee benefits and leaves of absence.

1 ~~j.~~ d. Adopt equal employment opportunity and ~~affirmative~~  
2 ~~action~~ rules in accordance with chapter 17A.

3 Sec. 6. Section 19B.4, subsection 1, Code 2026, is amended by  
4 striking the subsection.

5 Sec. 7. Section 19B.6, Code 2026, is amended to read as  
6 follows:

7 **19B.6 Responsibilities of department of administrative**  
8 **services — ~~affirmative action.~~**

9 The department of administrative services shall oversee  
10 the implementation of sections 19B.1 through ~~19B.5~~ 19B.4 and  
11 shall work with the governor to ensure compliance with those  
12 sections, ~~including the attainment of affirmative action goals~~  
13 ~~and timetables,~~ by all state agencies, excluding the state board  
14 of regents and ~~its~~ the board's institutions.

15 Sec. 8. Section 19B.8, Code 2026, is amended to read as  
16 follows:

17 **19B.8 Sanctions.**

18 The department of administrative services may impose  
19 appropriate sanctions on individual state agencies, including the  
20 state board of regents and ~~its~~ the board's institutions, and upon  
21 a community college, area education agency, or school district,  
22 in order to ensure compliance with state programs emphasizing  
23 equal opportunity ~~through affirmative action,~~ contract compliance  
24 policies, and requirements for procurement goals for targeted  
25 small businesses.

26 Sec. 9. Section 19B.11, Code 2026, is amended to read as  
27 follows:

28 **19B.11 School districts, area education agencies, and**  
29 **community colleges — duties of director of department of**  
30 **education.**

31 1. It is the policy of this state to provide equal  
32 opportunity in school district, area education agency, and  
33 community college employment to all persons. An individual  
34 shall not be denied equal access to school district, area  
35 education agency, or community college employment opportunities

1 because of race, creed, color, religion, national origin, sex,  
2 age, or physical or mental disability. ~~It also is the~~  
3 ~~policy of this state to apply affirmative action measures to~~  
4 ~~correct deficiencies in school district, area education agency,~~  
5 ~~and community college employment systems where those remedies~~  
6 ~~are appropriate.~~ This policy shall be construed broadly to  
7 effectuate its purposes.

8 2. The director of the department of education shall actively  
9 promote fair employment practices for all school district, area  
10 education agency, and community college employees, and the state  
11 board of education shall adopt rules requiring specific steps by  
12 school districts, area education agencies, and community colleges  
13 to accomplish the ~~goals~~ goal of equal employment opportunity and  
14 ~~affirmative action~~ in the recruitment, appointment, assignment,  
15 and advancement of personnel. ~~Each school district, area~~  
16 ~~education agency, and community college shall be required~~  
17 ~~to develop affirmative action standards which are based on~~  
18 ~~the population of the community in which it functions, the~~  
19 ~~student population served, or the persons who can be reasonably~~  
20 ~~recruited.~~ The director of education shall consult with the  
21 department of administrative services in the performance of  
22 duties under this section.

23 3. ~~Each school district, area education agency, and community~~  
24 ~~college in the state shall submit to the director of the~~  
25 ~~department of education an annual report of the accomplishments~~  
26 ~~and programs of the district, agency, or community college in~~  
27 ~~carrying out its duties under this section. The report shall~~  
28 ~~be submitted between December 15 and December 31 each year. The~~  
29 ~~director shall prescribe the form and content of the report.~~

30 4. 3. The director of the department of education shall  
31 ~~prepare a compilation of the reports required by subsection 3~~  
32 ~~and shall submit this compilation, together with a report of the~~  
33 ~~director's accomplishments and programs pursuant to this section,~~  
34 ~~to the department of management by January 31 of each year.~~

35 Sec. 10. Section 80B.11, subsection 1, paragraph d, Code

1 2026, is amended to read as follows:

2 d. Within the existing curriculum, expanded training  
3 regarding ~~racial and cultural awareness~~ and dealing with  
4 gang-affected youth.

5 Sec. 11. Section 135.63, subsection 1, paragraph a, Code  
6 2026, is amended to read as follows:

7 a. The contribution of the proposed institutional health  
8 service in meeting the needs of the medically underserved,  
9 including persons in rural areas, low-income persons, ~~racial and~~  
10 ~~ethnic minorities~~, persons with disabilities, and the elderly, as  
11 well as the extent to which medically underserved residents in  
12 the applicant's service area are likely to have access to the  
13 proposed institutional health service.

14 Sec. 12. Section 147.3, Code 2026, is amended to read as  
15 follows:

16 **147.3 Qualifications.**

17 An applicant for a license to practice a profession under  
18 this subtitle is not ineligible because of age, ~~citizenship~~, sex,  
19 race, religion, marital status, or national origin, although the  
20 application form may require citizenship information.

21 Sec. 13. Section 148.3, subsection 3, Code 2026, is amended  
22 to read as follows:

23 3. The board shall give priority to the processing of  
24 applications for licensure submitted by physicians and surgeons  
25 and osteopathic physicians and surgeons whose practice will  
26 primarily involve provision of service to medically underserved  
27 populations, including ~~but not limited to minorities or~~  
28 low-income persons, or who live in rural areas.

29 Sec. 14. Section 256.36, subsection 2, paragraph a,  
30 unnumbered paragraph 1, Code 2026, is amended to read as follows:

31 The goals of the math and science education program may  
32 include ~~but are not limited to~~ any of the following:

33 Sec. 15. Section 256.36, subsection 2, paragraph a,  
34 subparagraph (6), Code 2026, is amended by striking the  
35 subparagraph.

1     Sec. 16. Section 256.177, subsection 10, Code 2026, is  
2 amended to read as follows:

3     10. Require any postsecondary institution whose students  
4 are eligible for or who receive financial assistance under  
5 programs administered by the commission to transmit annually  
6 to the commission information about the numbers of minority  
7 students enrolled in and minority faculty members employed at  
8 the institution. The commission shall compile and report the  
9 information collected to the general assembly, the governor,  
10 and the legislative services agency by March 1 annually. For  
11 purposes of this subsection, "minority" means the same as defined  
12 in 12 C.F.R. §4.62, as effective on January 1, 2026.

13     Sec. 17. Section 256.183, subsection 1, paragraph d, Code  
14 2026, is amended to read as follows:

15     d. Promotes equal opportunity and ~~affirmative action~~ efforts  
16 in the recruitment, appointment, assignment, and advancement of  
17 personnel at the institution and provides information regarding  
18 such efforts to the commission upon request.

19     Sec. 18. Section 256.213, Code 2026, is amended to read as  
20 follows:

21     **256.213 Legislative intent.**

22     The general assembly finds that the failure of many young  
23 Iowans to complete their education limits their opportunity  
24 for a life of fulfillment and hinders the state's efforts  
25 to provide a well-trained workforce for business and industry  
26 in Iowa. ~~The general assembly also declares that it is the~~  
27 ~~policy of this state to apply positive measures to ensure~~  
28 ~~that equal opportunities exist for minority persons to pursue~~  
29 ~~their educational goals.~~ Therefore, the "Iowa Minority Academic  
30 Grants for Economic Success" program is established to provide  
31 additional funding to the state board of regents institutions,  
32 community colleges, and accredited private institutions in order  
33 to encourage resident minority students to remain in Iowa, to  
34 attend community colleges, private colleges, and universities  
35 in Iowa, and to assure that a limited family income will not

1 be a barrier for a ~~minority~~ person to pursue a postsecondary  
2 education.

3 Sec. 19. Section 256.214, subsection 3, Code 2026, is amended  
4 to read as follows:

5 3. "*Financial need*" means the difference between the  
6 student's financial resources, including resources available  
7 from the student's parents and the student, as determined by  
8 a completed parents' financial statement and including any  
9 noncampus-administered federal or state grants and scholarships,  
10 and the student's estimated expenses while attending the  
11 institution. A student shall accept all available federal and  
12 state grants and scholarships before being considered eligible  
13 for grants under the Iowa ~~minority~~ academic grants for economic  
14 success program. Financial need shall be reconsidered on at  
15 least an annual basis.

16 Sec. 20. Section 256.214, subsection 5, Code 2026, is amended  
17 by striking the subsection.

18 Sec. 21. Section 256.214, subsection 7, Code 2026, is amended  
19 to read as follows:

20 7. "*Program*" means the Iowa ~~minority~~ academic grants for  
21 economic success program established in this subpart.

22 Sec. 22. Section 256.215, subsection 1, Code 2026, is amended  
23 by striking the subsection.

24 Sec. 23. Section 256.216, subsection 7, Code 2026, is amended  
25 by striking the subsection.

26 Sec. 24. Section 256.216, subsection 8, Code 2026, is amended  
27 to read as follows:

28 8. Administer funds appropriated for the Iowa ~~minority~~  
29 academic grants for economic success program to carry out the  
30 duties of the commission.

31 Sec. 25. Section 262.9, subsection 21, Code 2026, is amended  
32 to read as follows:

33 21. Direct the administration of the Iowa ~~minority~~ academic  
34 grants for economic success program as established in section  
35 256.213 for the institutions under its control.

1     Sec. 26. Section 262.93, Code 2026, is amended to read as  
2 follows:

3     **262.93 Reports to general assembly.**

4     The college student aid commission and the state board of  
5 regents each shall submit to the general assembly, by January  
6 15 of each year, a report on the progress and implementation  
7 of the programs which they administer program under sections  
8 256.214 through 256.217 and 262.92. By January 31 of each  
9 year, the state board of regents shall submit a report to the  
10 general assembly regarding the progress and implementation of the  
11 program administered pursuant to section 262.82. The reports  
12 shall report must include but are is not limited to the numbers  
13 of students and educators participating in the programs program  
14 and allocation of funds appropriated for the programs program.

15     Sec. 27. Section 542.5, subsection 6, Code 2026, is amended  
16 to read as follows:

17     6. The board, when considering the denial or revocation of a  
18 certificate pursuant to subsections 2 through 5, shall consider  
19 the nature of the offense; any aggravating or extenuating  
20 circumstances which are documented; the time lapsed since  
21 the revocation, conduct, or conviction; the rehabilitation,  
22 treatment, or restitution performed by the applicant or  
23 certificate holder; and any other factors the board deems  
24 relevant. Character references may be required, but shall not  
25 be obtained from certified public accountants. An applicant  
26 shall not be denied a certificate because of age, citizenship,  
27 race, religion, marital status, or national origin, although the  
28 application may require citizenship information.

29     Sec. 28. Section 542B.13, Code 2026, is amended to read as  
30 follows:

31     **542B.13 Applications and examination fees.**

32     Applications for licensure shall be on forms prescribed and  
33 furnished by the board, shall contain statements made under  
34 oath, showing the applicant's education and a detailed summary  
35 of the applicant's technical work, and the board shall not

1 require that a recent photograph of the applicant be attached  
2 to the application form. An applicant is not ineligible for  
3 licensure because of age, ~~citizenship~~, sex, race, religion,  
4 marital status, or national origin, although the application form  
5 may require citizenship information. The board may consider the  
6 past felony record of an applicant. The board may require that  
7 an applicant submit references. Applications for examination in  
8 fundamentals in the practice of engineering and land surveying  
9 shall be accompanied by application fees determined by the board.  
10 The board shall determine the annual cost of administering the  
11 examinations and shall set the fees accordingly.

12 Sec. 29. Section 543B.15, subsection 2, Code 2026, is amended  
13 to read as follows:

14 2. To qualify for a license as a real estate broker or  
15 salesperson a person shall be eighteen years of age or over.  
16 However, an applicant is not ineligible because of ~~citizenship~~,  
17 sex, race, religion, marital status, or national origin, although  
18 the application form may require citizenship information.

19 Sec. 30. Section 544A.25, subsection 1, Code 2026, is amended  
20 to read as follows:

21 1. An applicant is not ineligible for licensure because  
22 of age, ~~citizenship~~, sex, race, religion, marital status, or  
23 national origin, although the application form may require  
24 citizenship information. Character references may be required.

25 Sec. 31. Section 602.1204, subsection 2, Code 2026, is  
26 amended to read as follows:

27 2. The state court administrator may issue directives  
28 relating to the management of the judicial branch. The subject  
29 matters of these directives shall include, but need not be  
30 limited to, fiscal procedures, the judicial retirement system,  
31 and the collection and reporting of statistical and other data.  
32 ~~The directives shall provide for an affirmative action plan which~~  
33 ~~shall be based upon guidelines provided by the Iowa state civil~~  
34 ~~rights commission.~~ In addition, when establishing salaries and  
35 benefits the state court administrator shall not discriminate in

1 the employment or pay between employees on the basis of gender by  
2 paying wages to employees at a rate less than the rate at which  
3 wages are paid to employees of the opposite gender for work of  
4 comparable worth. As used in this section "comparable worth"  
5 means the value of work as measured by the composite of the  
6 skill, effort, responsibility, and working conditions normally  
7 required in the performance of work.

8 Sec. 32. Section 602.1209, subsection 3, Code 2026, is  
9 amended to read as follows:

10 3. Authorize the filling of vacant court employee positions,  
11 and review the qualifications of each person to be employed  
12 within the judicial branch, ~~and assure that affirmative action~~  
13 ~~goals are being met by the judicial branch.~~ The state court  
14 administrator shall not approve the employment of a person  
15 when either the proposed terms and conditions of employment or  
16 the qualifications of the individual do not satisfy personnel  
17 policies of the judicial branch. The administrator shall  
18 implement the comparable worth directives issued under section  
19 602.1204, subsection 2, in all court employment decisions.

20 Sec. 33. REPEAL. Sections 8.11, 19B.5, 80B.11G, 260C.29,  
21 262.81, 262.82, 262.91, and 262.92, Code 2026, are repealed.

22 Sec. 34. CODE EDITOR DIRECTIVE.

23 1. The Code editor is directed to make the following  
24 transfer:

25 Section 262.93 to section 256.217A.

26 2. The Code editor shall correct internal references in the  
27 Code and in any enacted legislation as necessary due to the  
28 enactment of this section.

29 **EXPLANATION**

30 The inclusion of this explanation does not constitute agreement with  
31 the explanation's substance by the members of the general assembly.

32 Current law sets forth a state policy to apply affirmative  
33 action measures to correct deficiencies in the state employment  
34 system where those remedies are appropriate, and sets forth  
35 various requirements relating to affirmative action for state and

1 educational entities including but not limited to the department  
2 of administrative services (DAS), the state board of regents, the  
3 judicial branch, the department of education, school districts,  
4 area education agencies, community colleges, and accredited  
5 private institutions.

6 This bill strikes those provisions, including but not limited  
7 to provisions requiring the preparation of an affirmative action  
8 plan (Code section 19B.4(1)) and submission of annual affirmative  
9 action reports (Code section 19B.5). The bill also strikes  
10 provisions requiring DAS and the board of regents to conduct  
11 studies to evaluate employment practices and develop improved  
12 methods of dealing with all employment issues related to  
13 affirmative action.

14 The bill strikes the obligation of school districts,  
15 area education agencies, and community colleges to submit an  
16 annual report about affirmative action and equal opportunity  
17 accomplishments and programs to the director of the department of  
18 education.

19 The bill strikes the requirement for the director of the  
20 Iowa law enforcement academy to promulgate rules related to  
21 racial and cultural awareness training, the requirement for a  
22 law enforcement agency to provide annual training to officers on  
23 issues relating to de-escalation techniques and the prevention of  
24 bias, and the requirement for the Iowa law enforcement academy to  
25 develop and disseminate related training guidelines.

26 Under current law, a certificate of need is required for a  
27 new or changed institutional health service to be offered or  
28 developed. The bill removes the contribution of the proposed  
29 institutional health service in meeting the needs of racial and  
30 ethnic minorities from the list the department of health and  
31 human services must consider in determining whether to issue a  
32 certificate of need.

33 Under current law, the board of medicine must prioritize  
34 processing applications for licensure submitted by a physician,  
35 surgeon, and osteopathic physician or surgeon whose practice will

1 primarily involve serving underserved populations, including but  
2 not limited to minorities or low-income persons, or persons who  
3 live in rural areas. The bill alters this requirement to require  
4 the board of medicine to prioritize applications for those who  
5 will primarily serve medically underserved communities, including  
6 low-income persons, and those living in rural areas.

7 The bill eliminates the academic incentives for minorities  
8 program, the minority and women educators enhancement program,  
9 and the college-bound program. The bill also removes the  
10 provisions limiting the Iowa minority academic grants for  
11 economic success program to minorities and strikes the goal of  
12 recruiting and retaining women and minorities in math and science  
13 education from the math and science education grant program.

14 The bill defines the term "minority" for purposes of  
15 the annual report the college student aid commission must  
16 submit on the number of minority students and faculty members  
17 at a postsecondary institution whose students are eligible  
18 for financial assistance under programs administered by the  
19 commission. Under federal regulations referenced in the bill,  
20 "minority" means African American, Native American, Hispanic  
21 American, Asian-Pacific American, or Subcontinent-Asian American.

22 The bill eliminates provisions stating that an applicant for  
23 a license to work in health care, architecture, engineering,  
24 land surveying, or real estate is not ineligible because of  
25 citizenship and that an applicant for certification as a public  
26 accountant is not ineligible due to citizenship.

27 The bill repeals the requirement for an application for a  
28 grant from a state agency to include a minority impact statement.