

House File 2711 - Reprinted

HOUSE FILE 2711
BY COMMITTEE ON JUDICIARY

(SUCCESSOR TO HSB 668)

(As Amended and Passed by the House March 4, 2026)

A BILL FOR

1 An Act relating to state policies and programs with race or
2 gender requirements.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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
4 2026, 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
8 by striking the subsection.

9 Sec. 4. Section 19B.2, subsection 1, Code 2026, is amended
10 to 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~~
17 ~~to correct deficiencies in the state employment system where~~
18 ~~those remedies are appropriate.~~ This policy shall be construed
19 broadly 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
29 under ~~its~~ the board's jurisdiction. In carrying out this
30 responsibility, the department shall do all of the following
31 with respect to state agencies other than the state board of
32 regents and ~~its~~ the 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
3 the persons that can be reasonably recruited.~~

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

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

~~9 e. 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
12 to equal employment opportunity and affirmative action.~~

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

~~17 g. a. 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
24 personnel administration.~~

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

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

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

~~34 j. d. Adopt equal employment opportunity and affirmative
35 action rules in accordance with [chapter 17A](#).~~

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

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

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

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

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

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

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

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

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

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

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

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

35 ~~i. c.~~ Address equal opportunity and affirmative action

1 policies with respect to employee benefits and leaves of
2 absence.

3 ~~f.~~ d. Adopt equal employment opportunity and affirmative
4 action rules in accordance with chapter 17A.

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

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

9 **19B.6 Responsibilities of department of administrative**
10 **services — affirmative action.**

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

17 Sec. 8. Section 19B.7, subsection 1, paragraph a,
18 subparagraph (1), Code 2026, is amended by striking the
19 subparagraph.

20 Sec. 9. Section 19B.7, subsection 1, paragraph a,
21 subparagraph (2), Code 2026, is amended to read as follows:

22 (2) The utilization of ~~minority, women's, and disadvantaged~~
23 Iowa-based business enterprises as sources of supplies,
24 equipment, construction, and services.

25 Sec. 10. Section 19B.7, subsection 1, paragraph d, Code
26 2026, is amended to read as follows:

27 d. Report results under the contract compliance policy
28 to the governor and the general assembly on an annual basis.
29 Any information reported by the department of administrative
30 services to the economic development authority pursuant to
31 section ~~15.108~~ 73.22 shall not be required to be part of the
32 report under this paragraph. The report ~~shall~~ must detail
33 specific efforts to promote equal opportunity through state
34 contracts and services and efforts to promote, develop,
35 and stimulate the utilization of ~~minority, women's, and~~

1 ~~disadvantaged Iowa-based~~ business enterprises in programs
2 ~~receiving or benefiting from state financial assistance.~~

3 Sec. 11. Section 19B.7, subsection 1, paragraph e, Code
4 2026, is amended by striking the paragraph.

5 Sec. 12. Section 19B.8, Code 2026, is amended to read as
6 follows:

7 **19B.8 Sanctions.**

8 The department of administrative services may impose
9 appropriate sanctions on individual state agencies, including
10 the state board of regents and ~~its~~ the board's institutions,
11 and upon a community college, area education agency, or school
12 district, in order to ensure compliance with state programs
13 emphasizing equal opportunity ~~through affirmative action,~~
14 contract compliance policies, and requirements for procurement
15 goals for ~~targeted small businesses~~ Iowa-based business
16 enterprises.

17 Sec. 13. Section 19B.11, Code 2026, is amended to read as
18 follows:

19 **19B.11 School districts, area education agencies, and**
20 **community colleges — duties of director of department of**
21 **education.**

22 1. It is the policy of this state to provide equal
23 opportunity in school district, area education agency, and
24 community college employment to all persons. An individual
25 shall not be denied equal access to school district, area
26 education agency, or community college employment opportunities
27 because of race, creed, color, religion, national origin, sex,
28 age, or physical or mental disability. ~~It also is the policy~~
29 ~~of this state to apply affirmative action measures to correct~~
30 ~~deficiencies in school district, area education agency, and~~
31 ~~community college employment systems where those remedies~~
32 ~~are appropriate. This policy shall be construed broadly to~~
33 ~~effectuate its purposes.~~

34 2. The director of the department of education shall
35 actively promote fair employment practices for all school

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

15 ~~3. Each school district, area education agency, and~~
16 ~~community college in the state shall submit to the director~~
17 ~~of the department of education an annual report of the~~
18 ~~accomplishments and programs of the district, agency, or~~
19 ~~community college in carrying out its duties under this~~
20 ~~section. The report shall be submitted between December 15 and~~
21 ~~December 31 each year. The director shall prescribe the form~~
22 ~~and content of the report.~~

23 ~~4.~~ 3. The director of the department of education shall
24 ~~prepare a compilation of the reports required by subsection~~
25 ~~3 and shall submit this compilation, together with a report~~
26 of the director's accomplishments and programs pursuant to
27 this section, to the department of management and the general
28 assembly by January 31 of each year.

29 Sec. 14. Section 80B.11, subsection 1, paragraph d, Code
30 2026, is amended by striking the paragraph.

31 Sec. 15. Section 80B.11G, subsections 1 and 3, Code 2026,
32 are amended to read as follows:

33 1. A law enforcement agency shall provide annual training
34 to every law enforcement officer on issues relating to
35 de-escalation techniques ~~and the prevention of bias.~~ Every law

1 enforcement officer in the state must participate in annual
2 training in accordance with [this section](#).

3 3. Every law enforcement officer shall adhere to the
4 training guidelines developed by the academy pursuant to this
5 section. The training guidelines shall include ~~all of the~~
6 ~~following:~~

7 ~~a. An emphasis on law enforcement officer understanding~~
8 ~~and respect for diverse communities and the importance of~~
9 ~~effective, noncombative methods of carrying out law enforcement~~
10 ~~activities in a diverse community.~~

11 ~~b. Instruction on diverse communities in order to foster~~
12 ~~mutual respect and cooperation between law enforcement and~~
13 ~~members of all diverse communities.~~

14 ~~c. An examination of the patterns, practices, and protocols~~
15 ~~that cause biased law enforcement actions, and the tools to~~
16 ~~prevent such actions.~~

17 ~~d. An examination and identification of key indices and~~
18 ~~perspectives that make up differences among residents in a~~
19 ~~local community.~~

20 ~~e. Instruction on implicit bias and consideration of the~~
21 ~~negative impact of bias, whether intentional or implicit,~~
22 ~~on effective law enforcement, including examination of how~~
23 ~~historical perceptions of profiling have harmed community~~
24 ~~relations.~~

25 ~~f. Instruction on the perspectives of diverse local~~
26 ~~constituency groups from experts on particular cultural and law~~
27 ~~enforcement community relations issues in a local area.~~

28 ~~g. A presentation of the history and the role of the civil~~
29 ~~rights movement and the impact on law enforcement.~~

30 ~~h. Instruction instruction on de-escalation techniques,~~
31 ~~including verbal and physical tactics to minimize the need for~~
32 ~~the use of force and nonlethal methods of applying force.~~

33 Sec. 16. Section 80B.11G, subsection 4, Code 2026, is
34 amended by striking the subsection.

35 Sec. 17. Section 135.63, subsection 1, paragraph a, Code

1 2026, is amended to read as follows:

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

9 Sec. 18. Section 148.3, subsection 3, Code 2026, is amended
10 to read as follows:

11 3. The board shall give priority to the processing of
12 applications for licensure submitted by physicians and surgeons
13 and osteopathic physicians and surgeons whose practice will
14 primarily involve provision of service to medically underserved
15 populations, including but not limited to minorities or
16 low-income persons, or who live in rural areas.

17 Sec. 19. Section 256.36, subsection 2, paragraph a,
18 unnumbered paragraph 1, Code 2026, is amended to read as
19 follows:

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

22 Sec. 20. Section 256.36, subsection 2, paragraph a,
23 subparagraph (6), Code 2026, is amended by striking the
24 subparagraph.

25 Sec. 21. Section 256.177, subsection 10, Code 2026, is
26 amended to read as follows:

27 10. Require any postsecondary institution whose students
28 are eligible for or who receive financial assistance under
29 programs administered by the commission to transmit annually
30 to the commission information about the numbers of minority
31 students enrolled in and minority faculty members employed at
32 the institution. The commission shall compile and report the
33 information collected to the general assembly, the governor,
34 and the legislative services agency by March 1 annually. For
35 purposes of this subsection, "minority" means the same as

1 defined in 12 C.F.R. §4.62, as effective on January 1, 2026.

2 Sec. 22. Section 256.183, subsection 1, paragraph d, Code
3 2026, is amended to read as follows:

4 *d.* Promotes equal opportunity ~~and affirmative action~~ efforts
5 in the recruitment, appointment, assignment, and advancement of
6 personnel at the institution and provides information regarding
7 such efforts to the commission upon request.

8 Sec. 23. Section 256.213, Code 2026, is amended to read as
9 follows:

10 **256.213 Legislative intent.**

11 The general assembly finds that the failure of many young
12 Iowans to complete their education limits their opportunity
13 for a life of fulfillment and hinders the state's efforts to
14 provide a well-trained workforce for business and industry
15 in Iowa. ~~The general assembly also declares that it is the~~
16 ~~policy of this state to apply positive measures to ensure that~~
17 ~~equal opportunities exist for minority persons to pursue their~~
18 ~~educational goals.~~ Therefore, the "Iowa Minority Academic
19 Grants for Economic Success" program is established to provide
20 additional funding to the state board of regents institutions,
21 community colleges, and accredited private institutions in
22 order to encourage resident minority students to remain in
23 Iowa, to attend community colleges, private colleges, and
24 universities in Iowa, and to assure that a limited family
25 income will not be a barrier for a minority person to pursue a
26 postsecondary education.

27 Sec. 24. Section 256.214, subsection 3, Code 2026, is
28 amended to read as follows:

29 3. "*Financial need*" means the difference between the
30 student's financial resources, including resources available
31 from the student's parents and the student, as determined
32 by a completed parents' financial statement and including
33 any noncampus-administered federal or state grants and
34 scholarships, and the student's estimated expenses while
35 attending the institution. A student shall accept all

1 available federal and state grants and scholarships before
2 being considered eligible for grants under the Iowa minority
3 academic grants for economic success program. Financial need
4 shall be reconsidered on at least an annual basis.

5 Sec. 25. Section 256.214, subsection 5, Code 2026, is
6 amended by striking the subsection.

7 Sec. 26. Section 256.214, subsection 7, Code 2026, is
8 amended to read as follows:

9 7. "Program" means the Iowa minority academic grants for
10 economic success program established in [this subpart](#).

11 Sec. 27. Section 256.215, subsection 1, Code 2026, is
12 amended by striking the subsection.

13 Sec. 28. Section 256.216, subsection 7, Code 2026, is
14 amended by striking the subsection.

15 Sec. 29. Section 256.216, subsection 8, Code 2026, is
16 amended to read as follows:

17 8. Administer funds appropriated for the Iowa minority
18 academic grants for economic success program to carry out the
19 duties of the commission.

20 Sec. 30. Section 262.9, subsection 21, Code 2026, is amended
21 to read as follows:

22 21. Direct the administration of the Iowa minority academic
23 grants for economic success program as established in section
24 256.213 for the institutions under its control.

25 Sec. 31. Section 262.93, Code 2026, is amended to read as
26 follows:

27 **262.93 Reports to general assembly.**

28 ~~The college student aid commission and the state board of~~
29 ~~regents each shall submit to the general assembly, by January~~
30 ~~15 of each year, a report on the progress and implementation~~
31 ~~of the programs which they administer~~ program ~~under sections~~
32 ~~256.214 through 256.217 and~~ [262.92](#). ~~By January 31 of each~~
33 ~~year, the state board of regents shall submit a report to the~~
34 ~~general assembly regarding the progress and implementation~~
35 ~~of the program administered pursuant to~~ [section 262.82](#). The

1 ~~reports shall~~ report must include but ~~are~~ is not limited to the
2 numbers of students ~~and educators~~ participating in the ~~programs~~
3 program and allocation of funds appropriated for the ~~programs~~
4 program.

5 Sec. 32. Section 602.1204, subsection 2, Code 2026, is
6 amended to read as follows:

7 2. The state court administrator may issue directives
8 relating to the management of the judicial branch. The subject
9 matters of these directives shall include, but need not be
10 limited to, fiscal procedures, the judicial retirement system,
11 and the collection and reporting of statistical and other
12 data. ~~The directives shall provide for an affirmative action~~
13 ~~plan which shall be based upon guidelines provided by the Iowa~~
14 ~~state civil rights commission.~~ In addition, when establishing
15 salaries and benefits the state court administrator shall not
16 discriminate in the employment or pay between employees on
17 the basis of gender by paying wages to employees at a rate
18 less than the rate at which wages are paid to employees of the
19 opposite gender for work of comparable worth. As used in this
20 section "*comparable worth*" means the value of work as measured
21 by the composite of the skill, effort, responsibility, and
22 working conditions normally required in the performance of
23 work.

24 Sec. 33. Section 602.1209, subsection 3, Code 2026, is
25 amended to read as follows:

26 3. Authorize the filling of vacant court employee
27 positions, and review the qualifications of each person
28 to be employed within the judicial branch, ~~and assure that~~
29 ~~affirmative action goals are being met by the judicial branch.~~
30 The state court administrator shall not approve the employment
31 of a person when either the proposed terms and conditions
32 of employment or the qualifications of the individual do
33 not satisfy personnel policies of the judicial branch. The
34 administrator shall implement the comparable worth directives
35 issued under [section 602.1204, subsection 2](#), in all court

1 employment decisions.

2 Sec. 34. REPEAL. Sections 8.11, 19B.5, 260C.29, 262.81,
3 262.82, 262.91, and 262.92, Code 2026, are repealed.

4 Sec. 35. CODE EDITOR DIRECTIVE.

5 1. The Code editor is directed to make the following
6 transfer:

7 Section 262.93 to section 256.217A.

8 2. The Code editor shall correct internal references in the
9 Code and in any enacted legislation as necessary due to the
10 enactment of this section.