

Greetings,

University Integrity & Compliance (UIC) has conducted a review of the **Association for Education in Journalism and Mass Communication (AEJMC)**. We determined that the university-funded membership/sponsorship **violates** provisions (a)(2), (a)(3), (a)(4), (b)(1)(B), and (b)(1)(D) of Texas Education Code §51.3525.

- TEC §51.3525 (a)(2) "*...promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity...*"
- TEC §51.3525 (a)(3) "*...promoting policies or procedures designed or implemented in reference to race, color, or ethnicity...*"
- TEC §51.3525 (a)(4) "*...conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation...*"
- TEC §51.3525(b)(1)(B) "*...hire or assign an employee of the institution or contract with a third party to perform the duties of a diversity, equity, and inclusion office...*"
- TEC §51.3525(b)(1)(D) "*...give preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution...*"

The university is **unable to fund** the membership/sponsorship request you submitted for the **AEJMC**.

While this process may prohibit UNT funding for memberships/sponsorships of certain organizations, the university may continue to fund travel expenses for faculty and staff to attend conferences that support their professional roles, even if membership funding is not allowed.

Employees may join external organizations in a personal capacity using personal funds, including when immediate membership is needed. These personal affiliations fall outside this approval process and would not be subject to university review or institutional requirements. Personal affiliations may not be represented as university-sponsored.

If you have questions regarding this email or compliance with TEC §51.3525, please reach out to University Integrity & Compliance at compliance@unt.edu.

Thank you for your partnership and diligence.
University Integrity & Compliance