



Policy Number: **6.0**
Policy Title: **Prohibition of Propagation of Divisive Concepts and Compliance Review**

Revision Date: March 26, 2025
Effective Date: May 3, 2021
Authority: Act 1100 of the 2021 Arkansas General Assembly Regular Session

PURPOSE

This policy prohibits the propagation of divisive concepts at the Department of Finance and Administration (DFA) and establishes compliance requirements to do so. See Ark. Code Ann. §25-1-901 et seq.; and Department of Transformation and Shared Services (TSS) “Rule Governing the Unlawful Propagation of Divisive Concept Training”.

APPLICABILITY

All DFA employees, including temporary employees, are subject to this provision.

POLICY

1. DFA, its employees, and contractors hired to provide training, workshops, forums, or similar programming, shall not teach, advocate, act upon, or promote in any training to state employees any divisive concept.
2. The DFA Secretary shall identify and designate any grant programs for which DFA will require the recipient, as a condition of receiving the grant, to certify that it will not use state funds or assets to promote a divisive concept.
3. The DFA Human Resources Office (HR Office) shall review any training programs DFA has relating to diversity or inclusion efforts to ensure compliance with this policy.
4. The DFA Human Resources Administrator shall be responsible for ensuring DFA compliance with this policy.
5. The HR Office shall review and assess compliance with this policy and submit a report, in the format required by TSS, detailing DFA’s compliance with this policy and submit the report to TSS by December 31 annually; and
6. The HR Office shall maintain documentation certifying compliance with TSS’s rule.

DEPARTMENT CONTACT:

DFA, Office of Human Resources
1509 West 7th Street, Suite 300
Little Rock, AR 72201
Phone: 501-324-9065