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3. Promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, except as expressly authorized by the TSUS's Office of General Counsel in accordance with a court order or state or federal law; or
4. Conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation except as expressly authorized by the TSUS Office of General Counsel in accordance with a court order or state or federal law.

B. **Diversity, Equity, and Inclusion Training** includes a training, program, or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation.

IV. **PROHIBITED ACTIVITIES**

