



EASTERN KENTUCKY UNIVERSITY

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October 1, 2025

Co-Chairs Stephen West, Scott Lewis, James Tipton
Interim Joint Committee on Education
Legislative Research Commission
702 Capital Avenue
Annex Room 136
Frankfort, KY 40601

SENT VIA EMAIL:
Yvette.Perry@kylegislature.gov

RE: Eastern Kentucky University's HB4 Certified Report

Dear Co-Chairs West, Lewis, and Tipton,

Pursuant to Section Five (5) of House Bill Four (4) from the 2025 Regular Legislative Session ("House Bill 4"), Eastern Kentucky University ("University" or "EKU") hereby submits this certified report ("Report") to the Legislative Research Commission, for referral to the appropriate Interim Joint Committee on Education.

As required by House Bill 4, this report contains the following:

A complete list and description of the nature, costs, and source of authority of all policies, programs, practices, and procedures of the institution that are (a) Designed or implemented to promote or provide differential treatment or benefits to individuals on the basis of religion, race, sex, color, or national origin; and (b) Required pursuant to any applicable federal or state law, a court order, or a binding contract entered into prior to the effective date of this Act. (Emphasis added).

Reportable items are as follows:

1. Eastern Kentucky University Foundation Scholarships

While the University, including its affiliated entity the Eastern Kentucky University Foundation, Inc. ("Foundation"), does not discriminate on the basis of protected class status, the Foundation has a number of funds that were created by donor agreements prior to the passing of House Bill 4, which fund scholarships or initiatives on the basis of sex or race. Currently, approximately 47 Foundation scholarship funds have been identified that are likely impacted by House Bill 4 and/or recent federal guidance. The University is working through legal processes or with donors to pursue revisions to criteria so the fund can be more broadly awarded. There is no cost associated with this item.

2. Men and Women's Sports Offerings & Corresponding Athletic Scholarships

While the University does not discriminate on the basis of sex, the University offers a number of NCAA-regulated men and women's sports, segregated by sex, as well as similar men and women's club and intermural sports opportunities. Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681–1688, requires the University to demonstrate equity in sports opportunities, including “interscholastic, intercollegiate, club or intramural athletics.” Additionally, the University funds athletic scholarships for NCAA-regulated men and women's sports. Similarly, Title IX requires the offering of athletic scholarships to be allocated proportionally. The University's Operating Budget may be found here: <https://drive.google.com/drive/folders/1IQVkwISNVgJjGp6a1-nD1rS8mO10utwp>

3. International Students

While the University does not discriminate on the basis of national origin, because the recruitment and matriculation of international students is a complicated intersection of federal and state law, the University has a dedicated international student community [recruitment advertisement webpage](#), [international student orientation](#), [international student employment webpage](#), and a dedicated [Office of International Student & Scholar Services](#) to ensure these students are following all necessary state, federal and University processes, including, but not limited to, the Immigration and Nationality Act, Title 8 of the U.S. Code, and any and all applicable implementing regulations or other laws. The University's Operating Budget may be found here: <https://drive.google.com/drive/folders/1IQVkwISNVgJjGp6a1-nD1rS8mO10utwp>

4. International Hiring

The University is an Equal Opportunity Employer, following all state and federal employment anti-discrimination provisions (Title VII, Civil Rights Act of 1964, 42 U.S.C. §§ 2000e *et seq.*; KRS 344.010 *et seq.*). If, after a proper job posting and hiring process for a faculty position, an international candidate is selected and is eligible for sponsorship, the University will engage in immigration sponsorship for the selected faculty member, paying the employer portion of any required immigration or sponsorship fees pursuant to federal law, including, but not limited to, the Immigration and Nationality Act, Title 8 of the U.S. Code. For Fiscal Year 25, the University incurred approximately \$48,000 in fees and costs to sponsor foreign faculty. The University's Operating Budget may be found here: <https://drive.google.com/drive/folders/1IQVkwISNVgJjGp6a1-nD1rS8mO10utwp>

5. Senate Joint Resolution 55

While the University does not discriminate on the basis of religion, in compliance with Senate Joint Resolution 55 (“SJR 55”) (Regular Session 2025), the University is drafting a policy which implements SJR 55, including, but not limited to, ensuring “all Jewish groups” that provide resources in the community are identified, and revising discrimination and harassment reporting

tracking processes to uniquely quantify “antisemitism” reports. There is no cost associated with this item.

General Disclaimers

The University hereby reserves the right to amend this Report to list or justify any and all other identified “policies, programs, practices, and procedures,” that are “designed or implemented to promote or provide differential treatment or benefits to individuals on the basis of religion, race, sex, color, or national origin,” required by any binding contract or applicable federal or state law. Additionally, this Report does not record any “policies, programs, practices, and procedures” that are “designed or implemented to promote or provide differential treatment or benefits to individuals on the basis of religion, race, sex, color, or national origin” that are in any way exempted or excluded by House Bill 4.

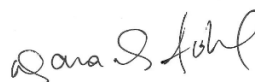
This Report reflects the information available at the time of certification, upon information and belief, after proper due diligence, and confirmation by members of the President’s Cabinet. The Board of Regents, the University, and the undersigned, remain committed to ongoing and full compliance with House Bill 4. This Report is based upon current legal guidance and interpretations available at the time of certification, and to the extent additional guidance is issued, or the applicable laws or regulations change, the Report will be updated as necessary.

Consistent with House Bill 4, this Report will be published on the University’s Policy webpage (eku.edu/in/university-policies/), a prominent, publicly accessible page of the University’s website.

With all the caveats and disclaimers noted above, I hereby certify that, to the best of my knowledge, based upon information and belief, the information contained in this Report is true, accurate, and complete.

Thank you for your consideration of the University's responses above. Eastern Kentucky University remains committed to transparency and to serving the Commonwealth by advancing educational excellence and opportunity for all of Kentucky students.

Respectfully Submitted,



Dana Daughetee Fohl, J.D.
Vice President & University Counsel
Eastern Kentucky University

CC: Amy Scarborough, Vice President of Public Affairs (amy.scarborough@eku.edu)