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Subject: Compliance with 2025 Legislative Action Work Session - Message re: 2025 laws enacted by the Wyoming legislature with immediate impact on University operations
Date: Friday, June 27, 2025 2:10:00 PM

Dear members of the *Compliance with 2025 Legislative Action* Working Group,

As stated previously, one goal of the committee is to be more transparent and effective in communication with University stakeholders. We ask that you share this email with your constituents, including faculty/staff in the units you represent (please work with your supervisors or chairs as needed to distribute this message).

In March 2025, the Wyoming legislature passed several bills potentially impacting operations of the University:

- HB 32 – What is a Woman Act [2025 - HB0032](#)
- HB43 – Age verification for websites with harmful material [2025 - HB0043](#)
- HB72 – Protecting women’s privacy in public spaces act [2025 - HB0072](#)
- HB133 – Prohibition of immigration sanctuaries [2025 - HB0133](#)
- HB147- Prohibition of institutional discrimination [2025 - HB0147](#)
- HB172 - Repeal gun free zones and preemption amendments [2025 - HB0172](#)
- SF44 – Fairness in sports-intercollegiate athletics [2025 - SF0044](#)
- SF77 - Compelled speech is not free speech [2025 - SF0077](#)

Below is a summary of the new laws with relevant information and resources.

Repeal gun free zones and preemption amendments (Campus Carry)

This new law repeals most existing gun-free zones and strengthens state preemption of local firearm regulations. The law requires the University to allow the lawful carry of concealed handguns on most parts of campus by individuals who have obtained a Wyoming state issued concealed carry permit.

- Questions about the implementation and enforcement of the new law can be directed to UWPD found at this [link](#).
- Changes to UW Regulation 6-4 allowing for concealed carry is available [here](#).
- The FAQ page on UWPD’s website is available [here](#).
- You can access and share with students a one-minute micro-course focusing on Campus Carry in Wyoming [here](#).
- You can find a training on how the Second Amendment applies to students and faculty [here](#).

- What is a woman act; protecting women’s privacy in public spaces act; fairness in sports-intercollegiate athletics

These new laws specify requirements for the use of sex-designated restrooms, showers, sleeping quarters, and locker room facilities and for students to compete in intercollegiate athletic competitions based on their biological sex (as opposed to gender identity).

UW Operations is creating uniform signs for unisex single-stall bathrooms, locker rooms, and changing areas (for those who prefer that option) and will have a map of all single-stall and ADA accessible restrooms by Fall 2025.

- You can find the new University Departmental Administrative Policy and Procedure (DAP): *Use of University Restrooms and Changing and Sleeping Areas* [here](#).
- You can find the updated Housing and Dining roommate allocation process [here](#).
- You can find the updated University of Wyoming Athletic Department Policy on Transgender Student-Athlete Participation [here](#).
- You can find the updated Campus Recreation Club Sports Handbook [here](#).

Prohibition of immigration sanctuaries

This new law prohibits the University from adopting a policy refusing to communicate or cooperate with federal officials or law enforcement officers regarding the reporting of immigration status information.

The University has been, is currently, and will continue to be in compliance with this new law. However, we know that recent events have created uncertainty for many of our international students, employees, and visiting scholars. We want to help everyone navigate this changing landscape. To that end, we have resources available to international students, employees, and scholars, and to the faculty and staff who support them.

International Students and Scholars
UWGlobal@uwyo.edu; 307-766-5193

University Counseling Center
uccstaff@uwyo.edu; 307-766-2187

Dean of Students
dos@uwyo.edu; 307-766-3296

Student Health Services
studenthealth@uwyo.edu; 307-766-6602

Human Resources
307-766-2215

- You can find the Policy for Hiring International Employees, Scholars, and Students—Visas and Statuses [here](#).
- You can find resources for international students and scholars [here](#).
- You can find current issues relating to immigration [here](#).

Prohibition of institutional discrimination

This new law prohibits the University from (1) engaging in any diversity, equity, or inclusion program, activity or policy; (2) engaging in institutional discrimination; (3) requiring instruction promoting institutional discrimination; or (4) requiring any student, employee, or contractor to attend or participate in any diversity, equity, or inclusion program or training or any institutional discrimination program or training, and defines relevant terms.

- You can find the University's Standard Administrative Policy and Procedure (SAP): *Equal Opportunity, Allowable Efforts and Prohibited Functions, and Institutional Discrimination* [here](#). It contains information about what is allowable and what is specifically prohibited. For example, academic freedom and certain trainings are still allowable, while requesting a diversity statement from potential candidates is not.
- You can find the Provost's presentation on *Academic Freedom and Wyoming State Law: Education v. Promotion of Institutional Discrimination* [here](#).
- You can access and share with students a one-minute micro-course focusing on the rights and responsibilities in the classroom [here](#).
- You can find a training on how the First Amendment applies to students and faculty [here](#).

We will provide a comprehensive communication related to this new law in August ahead of the Fall 2025 semester.

Age verification for websites with harmful material

This new law requires entities that host website content that is "obscene" as defined to perform reasonable age verification methods to verify the age of all persons accessing or attempting to access the material and shall prevent access by minors to the material.

The UW Libraries do not host obscene content nor provide access to it. This new law will not affect how UW students, faculty, and staff accesses online library resources. The UW Libraries have reviewed all vendor contracts for online research materials. Many Libraries contracts include access for all state residents, not just UW-affiliates. We are clarifying access controls and login procedures for non-UW-users of these materials.

Compelled speech is not free speech

This new law prohibits the University from compelling or requiring an employee to refer to another employee using that employee's preferred pronouns as a condition of employment, as a condition of receiving a grant or other funding or under threat of adverse action by the University.

The University does not have a policy that would be inconsistent with this new law.

- You can find the University's UW SAP 4-2.1 (Equal Opportunity, Harassment, and Nondiscrimination) [here](#).
- You can access and share with students a one-minute micro-course focusing on the rights and responsibilities in the classroom [here](#).

The University's Governmental Affairs website hosts a list of the bills UW closely tracked during the Wyoming Legislature's 2025 general legislative session, along with a brief description of each bill taken from the Legislative Service Office's bill summaries. Please check it out [here](#).

We appreciate your participation in the committee and your commitment to a culture of communication.

Thank you!

Mike Smith and Tara Evans