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HOUSE FLOOR AMENDMENTS

2026 Regular Session

Amendments proposed by Representative Crews to Engrossed House Bill No. 1137 by Representative Crews

1 AMENDMENT NO. 1

2 On page 1, delete lines 2 through 4 in their entirety and insert in lieu thereof the following:
3 "To enact R.S. 23:333, relative to employment discrimination; to prohibit adverse
4 employment actions based on certain constitutionally protected speech; to prohibit
5 compelled speech in the workplace; to provide for the use of certain pronouns or honorifics;
6 to provide for legislative findings and intent; to provide definitions; to provide exceptions;
7 and to provide for related matters."

8 AMENDMENT NO. 2

9 On page 1, delete lines 7 through 9 in their entirety and insert in lieu thereof the following:
10 "§333. Intentional discrimination based on compelled speech; prohibited; use of
11 pronouns and certain honorifics; definitions; exceptions

12 A. For the purposes of this Section, the following terms have the meanings ascribed
13 to them:

14 (1)(a) "Employee" means a person who performs services for wages or other
15 remuneration and is subject to the direction or control of an employer in the performance of
16 work, including a full-time, part-time, temporary, or seasonal worker.

17 (b) "Employee" also includes an applicant for employment.

18 (2) "Legal name" means a person's name as evidenced on the person's original birth
19 certificate issued at or near the time of birth, or otherwise lawfully amended.

20 (3) "Sex" means a person's immutable biological sex, either female or male, as may
21 be evidenced on the original birth certificate issued at or near the time of birth that indicates
22 that the person is one of the following:

23 (a) "Female" which means an individual whose biological reproductive system is
24 developed to produce ova and who has had, will have, or would have, but for a
25 developmental or genetic anomaly or historical accident, the reproductive system that at
26 some point produces, transports, and utilizes eggs for fertilization.

27 (b) "Male" which means an individual whose biological reproductive system is
28 developed to fertilize the ova of a female who has had, will have, or would have, but for a
29 developmental or genetic anomaly or historical accident, the reproductive system that at
30 some point produces, transports, and utilizes sperm for fertilization.

31 B.(1) An employer shall not adopt or enforce a policy that requires an employee to
32 state or identify pronouns inconsistent with the employee's sex.

33 (2) An employer shall not adopt or enforce a policy that requires an employee to use
34 a name other than the employee's legal name, or a derivative thereof, in official employment
35 records or communications.

36 C.(1) An employee shall not be required, as a condition of employment, to address
37 another employee or any other person by a name other than the person's legal name, or a
38 derivative thereof, or to use pronouns, salutations, titles, or honorifics inconsistent with the
39 other employee's or person's sex.

40 (2) An employee shall not be subject to an adverse employment action for declining
41 or refusing to do any of the following:

42 (a) Identify the employee's own pronouns.

1 (b) Address a person using a name other than the person's legal name, or a derivative
2 thereof, or by a pronoun, salutation, title, or other honorific inconsistent with the person's
3 sex.

4 D. No employee shall be subject to an adverse employment action for using
5 pronouns consistent with a person's sex.

6 E. Nothing in this Section shall be construed to prohibit a request from one
7 employee to another employee, or a voluntary agreement among employees regarding forms
8 of addressing a person, if that agreement is not compelled by the employer.

9 Section 2.(A) The legislature hereby finds and declares all of the following:

10 (1) The Supreme Court of the United States has held that the First Amendment of
11 the Constitution of the United States protects not only the right to speak freely but also the
12 right to refrain from speaking.

13 (2) Employment practices that compel speech on matters of political, ideological,
14 or religious significance threaten individual liberties and freedom of conscience.

15 (3) The Supreme Court of the United States has affirmed that the First Amendment
16 prohibits the government from compelling speech by requiring an individual to communicate
17 messages contrary to sincerely held religious beliefs.

18 (B) Therefore, it is the intent of the legislature to:

19 (1) Protect employees and applicants from adverse employment actions based on
20 their refusal to engage in compelled speech in violation of the First Amendment of the
21 Constitution of the United States.

22 (2) Ensure that no employer requires an employee to express, adopt, or affirm a
23 belief or message regarding sex or pronoun usage that conflicts with the employee's
24 sincerely held beliefs.

25 (3) Safeguard the constitutional rights of freedom of speech and free exercise of
26 religion in the workplace.

27 (4) Provide clear statutory protections consistent with the First Amendment of the
28 Constitution of the United States and applicable court opinions.