
DIGEST

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HB 1137 Reengrossed

2026 Regular Session

Crews

Abstract: Prohibits intentional discrimination based on compelled speech with respect to using certain pronouns, salutations, titles, or honorifics in the workplace.

Proposed law defines "employee", "female", "male", "legal name", and "sex".

Proposed law prohibits an employer from adopting or enforcing a policy that requires an employee to state or identify pronouns inconsistent with the employee's sex.

Proposed law prohibits an employer from adopting or enforcing a policy that requires an employee to use a name other than the employee's legal name, or a derivative of the legal name, in the official employment records or communications.

Proposed law prohibits an employee from being required, as a condition of employment, to address another employee or any other person by a name other than the employee's or person's legal name, or derivative of the legal name, or to use pronouns, salutations, titles, or honorifics inconsistent with the other employee's or person's sex.

Proposed law prohibits an employee from being subject to an adverse employment action for declining or refusing to do any of the following:

- (1) Identify the employee's own pronouns.
- (2) Address a person using a name other than the person's legal name, or a derivative of the legal name, or by a pronoun, salutation, title, or other honorific inconsistent with the person's sex.

Proposed law prohibits an employee from being subject to an adverse employment action for using pronouns consistent with a person's sex.

Proposed law provides that nothing in proposed law is to be construed as prohibiting a request or voluntary agreement among employees regarding forms of addressing a person, as long as that agreement is not compelled by the employer.

Proposed law provides for legislative findings and intent.

(Adds R.S. 23:333)

Summary of Amendments Adopted by House

The House Floor Amendments to the engrossed bill:

1. Define certain terms.
2. Prohibit an employer from adopting or enforcing a policy that would compel or require an employee to state or identify pronouns that are inconsistent with the employee's own sex or another employee's or person's sex.
3. Prohibit an employee from being subject to an adverse employment action for refusing to acknowledge his own pronouns or address another employee's or person's legal name, pronouns, salutation, title, or other honorific.
4. Allow employees, via a request or voluntary agreement amongst themselves, to address a person by certain pronouns, salutation, title, or other honorific.
5. Provide for legislative intent and findings.
6. Make title changes.