

HOUSE SUMMARY OF SENATE AMENDMENTS

HB 1137

2026 Regular Session

Crews

EMPLOYMENT/DISCRIMINATION: Prohibits intentional discrimination based on compelled speech with respect to using certain pronouns, names, or honorifics in state and political subdivision workplaces.

Synopsis of Senate Amendments

1. Limits the applicability of the prohibition against intentional discrimination based on compelled speech with respect to using certain pronouns, names, or honorifics to state and political subdivision workplaces.
2. Revises the definition of employee and employer.
3. Makes technical changes.

Digest of Bill as Finally Passed by Senate

Proposed law only applies to employees and employers of state and political subdivision entities.

Proposed law defines "employee", "employer", "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)