

HOUSE SUMMARY OF SENATE AMENDMENTS

HB 81

2023 Regular Session

Crews

EDUCATION: Provides relative to the use of certain names and pronouns for students

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| Synopsis of Senate Amendments |
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| <ol style="list-style-type: none"> 1. Changes basis for prohibition on requiring employees to use certain pronouns <u>from</u> religious or moral convictions <u>to</u> sincerely held religious beliefs. |
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Digest of Bill as Finally Passed by SenateProposed law requires school employees to:

- (1) Use the name for a student that is listed on his birth certificate, or a derivative thereof, unless his parent provides written permission to do otherwise.
- (2) Use the pronoun for a student that aligns with his sex unless his parent provides written permission to do otherwise.

Proposed law provides that an employee shall not be required to use pronouns for any person that differ from the pronouns that reflect the sex indicated on the person's birth certificate if doing so would violate the employee's sincerely held religious beliefs. Authorizes parents to request a transfer to another teacher if a teacher objects to using a pronoun for a student on the grounds of religious or moral convictions.

Proposed law defines "employee" as any individual working in any capacity at a public school, paid or volunteer, including but not limited to teachers and other school employees, school bus operators, extracurricular personnel, and independent contractors, and defines "sex" as the biological sex as listed on the person's original birth certificate.

Proposed law further provides:

- (1) Proposed law shall not shall be construed to prohibit employees from discussing matters of public concern outside the context of their official duties.
- (2) Any individual aggrieved by an intentional violation of proposed law may seek relief; however, provides that a school employee shall not be held liable if the administration fails to provide information relative to a student's name or pronouns.
- (3) Employees shall not discuss the application of proposed law relative to a student's preferred name and pronouns with other students.
- (4) Each public school governing authority shall adopt policies for proposed law implementation.

(Adds R.S. 17:2122 and 3996(B)(75))