

RÉSUMÉ DIGEST

ACT 579 (HB 1137)

2026 Regular Session

Crews

New law prohibits intentional discrimination based on compelled speech with respect to using certain pronouns, names, or honorifics in state and political subdivision workplaces.

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

New 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.

New 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.

New 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.

New 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.

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

New law provides that the provisions of new law do not prohibit a request or voluntary agreement among employees regarding forms of addressing a person, as long as the agreement is not compelled by the employer.

New law provides for legislative findings and intent.

Effective August 1, 2026.

(Adds R.S. 23:333)