2026 Regular Session

HOUSE BILL NO. 1137

BY REPRESENTATIVE CREWS

EMPLOYMENT/DISCRIMINATN: Prohibits employment discrimination based on the misuse of pronouns

AN ACT

To enact R.S. 23:333, relative to employment discrimination; to prohibit termination or other retaliatory actions against an employee for the misuse of pronouns; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. R.S. 23:333 is hereby enacted to read as follows:

<u>§333. Intentional discrimination in employment for misuse of pronouns; prohibited</u>

<u>No employer shall terminate or take any other retaliatory action against an employee for misgendering or improper use of an individual's pronouns.</u>

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 1137 Original 2026 Regular Session Crews

Abstract: Prohibits employment discrimination based on the misgendering or improper use of an individual's pronouns.

<u>Proposed law</u> prohibits an employer from terminating or taking any other retaliatory action against an employee for misgendering or improper use of an individual's pronouns.

(Adds R.S. 23:333)

CODING: Words in ~~struck through~~ type are deletions from existing law; words <u>underscored</u> are additions.