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## DIGEST

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HB 81 Engrossed

2023 Regular Session

Crews

**Abstract:** Requires public school employees to use certain names and pronouns for students unless parents provide written permission to do otherwise.

Proposed law requires school employees to:

- (1) Use the name for a student that is listed on the student's birth certificate, or a derivative thereof, unless the student's parent provides written permission to do otherwise.
- (2) Use the pronoun for a student that aligns with the student's sex unless the student's 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 align with that person's sex if doing so is contrary to the employee's religious or moral convictions.

Proposed law defines "employee" as any individual working in any capacity at a public school, whether paid or as a volunteer, including but not limited to teachers and other school employees, school bus operators, extracurricular personnel, and independent contractors and defines "sex" as a person's 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 a violation of proposed law may seek relief.
- (3) Each public school governing authority shall adopt policies for proposed law implementation.

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

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Education to the original bill:

1. Allow using a derivative of the name listed on a student's birth certificate.