
DIGEST

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HB 121 Original

2024 Regular Session

Crews

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

Proposed law requires school employees to:

- (1) Use the name for a student listed on his birth certificate, or a derivative thereof, unless granted written permission by parents to do otherwise.
- (2) Use the pronoun for a student aligning with his sex unless granted written permission by parents to do otherwise.

Proposed law provides that an employee is not required to use pronouns for any person differing from the pronouns reflecting the sex indicated on the person's birth certificate if doing so violates 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 an "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) That proposed law shall not be construed to prohibit employees from discussing matters of public concern outside the context of their official duties.
- (2) That 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) That employees are prohibited from discussing the application of proposed law relative to a student's preferred name and pronouns with other students.
- (4) That each public school governing authority is required to adopt policies for proposed law implementation.

(Adds R.S. 17:2122 and 3996(B)(82))