

2026 Regular Session

HOUSE BILL NO. 1137

BY REPRESENTATIVE CREWS

EMPLOYMENT/DISCRIMINATN: Prohibits intentional discrimination based on compelled speech with respect to using certain pronouns, names, or honorifics

1 AN ACT

2 To enact R.S. 23:333, relative to employment discrimination; to prohibit adverse  
3 employment actions based on certain constitutionally protected speech; to prohibit  
4 compelled speech in the workplace; to provide for the use of certain pronouns or  
5 honorifics; to provide for legislative findings and intent; to provide definitions; to  
6 provide exceptions; and to provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

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

9 §333. Intentional discrimination based on compelled speech; prohibited; use of  
10 pronouns and certain honorifics; definitions; exceptions

11 A. For the purposes of this Section, the following terms have the meanings  
12 ascribed to them:

13 (1)(a) "Employee" means a person who performs services for wages or other  
14 remuneration and is subject to the direction or control of an employer in the  
15 performance of work, including a full-time, part-time, temporary, or seasonal  
16 worker.

17 (b) "Employee" also includes an applicant for employment.

18 (2) "Legal name" means a person's name as evidenced on the person's  
19 original birth certificate issued at or near the time of birth, or otherwise lawfully  
20 amended.

1           (3) "Sex" means a person's immutable biological sex, either female or male,  
2           as may be evidenced on the original birth certificate issued at or near the time of  
3           birth that indicates that the person is one of the following:

4           (a) "Female" which means an individual whose biological reproductive  
5           system is developed to produce ova and who has had, will have, or would have, but  
6           for a developmental or genetic anomaly or historical accident, the reproductive  
7           system that at some point produces, transports, and utilizes eggs for fertilization.

8           (b) "Male" which means an individual whose biological reproductive system  
9           is developed to fertilize the ova of a female who has had, will have, or would have,  
10          but for a developmental or genetic anomaly or historical accident, the reproductive  
11          system that at some point produces, transports, and utilizes sperm for fertilization.

12          B.(1) An employer shall not adopt or enforce a policy that requires an  
13          employee to state or identify pronouns inconsistent with the employee's sex.

14          (2) An employer shall not adopt or enforce a policy that requires an  
15          employee to use a name other than the employee's legal name, or a derivative  
16          thereof, in official employment records or communications.

17          C.(1) An employee shall not be required, as a condition of employment, to  
18          address another employee or any other person by a name other than the person's legal  
19          name, or a derivative thereof, or to use pronouns, salutations, titles, or honorifics  
20          inconsistent with the other employee's or person's sex.

21          (2) An employee shall not be subject to an adverse employment action for  
22          declining or refusing to do any of the following:

23                 (a) Identify the employee's own pronouns.

24                 (b) Address a person using a name other than the person's legal name, or a  
25                 derivative thereof, or by a pronoun, salutation, title, or other honorific inconsistent  
26                 with the person's sex.

27          D. No employee shall be subject to an adverse employment action for using  
28          pronouns consistent with a person's sex.

1           E. Nothing in this Section shall be construed to prohibit a request from one  
2           employee to another employee, or a voluntary agreement among employees  
3           regarding forms of addressing a person, if that agreement is not compelled by the  
4           employer.

5           Section 2.(A) The legislature hereby finds and declares all of the following:

6           (1) The Supreme Court of the United States has held that the First Amendment of  
7           the Constitution of the United States protects not only the right to speak freely but also the  
8           right to refrain from speaking.

9           (2) Employment practices that compel speech on matters of political, ideological,  
10          or religious significance threaten individual liberties and freedom of conscience.

11          (3) The Supreme Court of the United States has affirmed that the First Amendment  
12          prohibits the government from compelling speech by requiring an individual to communicate  
13          messages contrary to sincerely held religious beliefs.

14          (B) Therefore, it is the intent of the legislature to:

15          (1) Protect employees and applicants from adverse employment actions based on  
16          their refusal to engage in compelled speech in violation of the First Amendment of the  
17          Constitution of the United States.

18          (2) Ensure that no employer requires an employee to express, adopt, or affirm a  
19          belief or message regarding sex or pronoun usage that conflicts with the employee's  
20          sincerely held beliefs.

21          (3) Safeguard the constitutional rights of freedom of speech and free exercise of  
22          religion in the workplace.

23          (4) Provide clear statutory protections consistent with the First Amendment of the  
24          Constitution of the United States and applicable court opinions.

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**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)]

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HB 1137 Reengrossed

2026 Regular Session

Crews

**Abstract:** Prohibits intentional discrimination based on compelled speech with respect to using certain pronouns, salutations, titles, or honorifics in the workplace.

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

Proposed 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.

Proposed 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.

Proposed 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.

Proposed 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.

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

Proposed law provides that nothing in proposed law is to be construed as prohibiting a request or voluntary agreement among employees regarding forms of addressing a person, as long as that agreement is not compelled by the employer.

Proposed law provides for legislative findings and intent.

(Adds R.S. 23:333)

Summary of Amendments Adopted by House

The House Floor Amendments to the engrossed bill:

1. Define certain terms.
2. Prohibit an employer from adopting or enforcing a policy that would compel or require an employee to state or identify pronouns that are inconsistent with the employee's own sex or another employee's or person's sex.

3. Prohibit an employee from being subject to an adverse employment action for refusing to acknowledge his own pronouns or address another employee's or person's legal name, pronouns, salutation, title, or other honorific.
4. Allow employees, via a request or voluntary agreement amongst themselves, to address a person by certain pronouns, salutation, title, or other honorific.
5. Provide for legislative intent and findings.
6. Make title changes.