

**Sixty-eighth Legislative Assembly of North Dakota
In Regular Session Commencing Tuesday, January 3, 2023**

SENATE BILL NO. 2231
(Senators Luick, Meyer)
(Representatives Cory, Karls)

AN ACT to create and enact sections 14-02.4-03.1 and 15.1-06-21 of the North Dakota Century Code, relating to preferred pronoun discriminatory practices and school policies on expressed gender.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. Section 14-02.4-03.1 of the North Dakota Century Code is created and enacted as follows:

14-02.4-03.1. Preferred pronoun - Government entity.

1. Unless required by law, a government entity may not require an employee to:
 - a. Use an individual's preferred pronoun when addressing or mentioning the individual in work-related communications.
 - b. Designate the employee's preferred pronoun in work-related communications.
2. An individual may assert a violation of this section as a claim or defense in a judicial proceeding and obtain appropriate relief, including costs and reasonable attorney's fees.

SECTION 2. Section 15.1-06-21 of the North Dakota Century Code is created and enacted as follows:

15.1-06-21. School policy - Expressed gender.

1. As used in this section:
 - a. "Expressed gender" means a gender identity, whether expressed through behavior, clothing, mannerisms, preferred pronoun, or physical characteristics, which does not conform to the student's sex; and
 - b. "Sex" means the biological state of being male or female, based on sex organs, chromosomes, and endogenous hormone profiles existing at the time of birth.
2. Unless otherwise required by law, a board of a school district, a public school, or a teacher in a public school may not:
 - a. Adopt a policy or practice regarding expressed gender;
 - b. Provide or authorize classroom instruction recognizing expressed gender; or
 - c. Provide or require professional development recognizing expressed gender.
3. When required by federal law, a board of a school district, a public school, or a teacher in a public school may adopt a policy concerning a specific student's expressed gender or preferred pronoun if the policy is made in consultation with, and with the approval of, the student's parents or guardians. Notwithstanding this subsection, unless otherwise required by federal law, a teacher in a public school is not required to use a student's preferred pronoun when referring to the student if the preferred pronoun is inconsistent with the student's sex.

4. This section does not prohibit a public school teacher from using a student's preferred pronoun that is inconsistent with the student's sex if the teacher has consulted with, and received approval from, the student's parent or guardian and the school administrator.

President of the Senate

Speaker of the House

Secretary of the Senate

Chief Clerk of the House

This certifies that the within bill originated in the Senate of the Sixty-eighth Legislative Assembly of North Dakota and is known on the records of that body as Senate Bill No. 2231.

Senate Vote: Yeas 34 Nays 12 Absent 1

House Vote: Yeas 60 Nays 32 Absent 2

Secretary of the Senate

Received by the Governor at _____ M. on _____, 2023.

Approved at _____ M. on _____, 2023.

Governor

Filed in this office this _____ day of _____, 2023,

at _____ o'clock _____ M.

Secretary of State