

By: Morales of Harris

H.B. No. 5119

A BILL TO BE ENTITLED

1 AN ACT  
2 relating to the provision of employment assistance services to  
3 individuals of all gender identities and sexual orientations.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. Subchapter A, Chapter 302, Labor Code, is  
6 amended by adding Section 302.00351 to read as follows:

7 Sec. 302.00351. PROVISION OF EMPLOYMENT ASSISTANCE  
8 SERVICES TO INDIVIDUALS OF ALL GENDER IDENTITIES AND SEXUAL  
9 ORIENTATIONS. (a) In this section:

10 (1) "Gender identity" means having or being perceived  
11 as having a gender-related identity, appearance, expression, or  
12 behavior, regardless of whether that identity, appearance,  
13 expression, or behavior is different from that commonly associated  
14 with the individual's actual or perceived sex assigned or  
15 designated at birth.

16 (2) "Sexual orientation" means the actual or perceived  
17 status of an individual with respect to the individual's sexuality.

18 (b) The commission shall provide employment assistance  
19 services, including skills training, job placement, and other  
20 employment-related services, to individuals of all gender  
21 identities and sexual orientations.

22 (c) The commission shall provide training to and  
23 collaborate with local workforce development boards to ensure that  
24 individuals of all gender identities and sexual orientations have

1 access to, and are able to fully participate in, workforce  
2 development programs, including job placement and other  
3 employment-related services provided by the boards.

4 (d) The commission may solicit and accept gifts, grants, and  
5 donations from any public or private source and legislative  
6 appropriations for the purposes of this section. To the extent  
7 permitted by federal law, the commission may use money from job  
8 training funds to implement the requirements of this section.

9 SECTION 2. This Act takes effect September 1, 2023.