

By: Cain

H.B. No. 2342

A BILL TO BE ENTITLED

AN ACT

relating to protection for a public school employee's use of terms consistent with biological sex.

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

SECTION 1. Subchapter 7, Chapter 22, Education Code, is amended by adding Section 22.905 to read as follows:

Sec. 22.905. PROTECTION FOR USE OF TERMS CONSISTENT WITH BIOLOGICAL SEX. A school district or open-enrollment charter school may not terminate, discipline, retaliate against, or otherwise discriminate against a district or school employee who addresses a student or another district or school employee in terms consistent with the biological sex of the student or employee.

SECTION 2. This Act takes effect immediately if it receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote necessary for immediate effect, this Act takes effect September 1, 2025.