

By: Hughes

S.B. No. 1999

A BILL TO BE ENTITLED

AN ACT

relating to protection for certain individuals' 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 discipline, retaliate against, or otherwise discriminate against a district or school employee or student who addresses a student or district or school employee in terms consistent with the biological sex of the student or employee.

SECTION 2. Subchapter 7, Chapter 51, Education Code, is amended by adding Section 51.9316 to read as follows:

Sec. 51.9316. PROTECTION FOR USE OF TERMS CONSISTENT WITH BIOLOGICAL SEX. An institution of higher education may not discipline, retaliate against, or otherwise discriminate against an employee or student who addresses a student or employee in terms consistent with the biological sex of the student or employee.

SECTION 3. Subtitle Z, Title 10, Government Code, is amended by adding Chapter 3001 to read as follows:

CHAPTER 3001. PROTECTION OF CERTAIN GOVERNMENT EMPLOYEE SPEECH

Sec. 3001.001. PROTECTION FOR USE OF TERMS CONSISTENT WITH BIOLOGICAL SEX. (a) In this section, "public employer" has the

1 meaning assigned by Section 619.001.

2 (b) A public employer may not discipline, retaliate
3 against, or otherwise discriminate against an employee who
4 addresses another employee or a member of the general public in
5 terms consistent with the biological sex of the employee or member
6 of the general public.

7 SECTION 4. This Act takes effect immediately if it receives
8 a vote of two-thirds of all the members elected to each house, as
9 provided by Section 39, Article III, Texas Constitution. If this
10 Act does not receive the vote necessary for immediate effect, this
11 Act takes effect September 1, 2025.