

House File 2396 - Introduced

HOUSE FILE 2396
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO HF 2139)

A BILL FOR

1 An Act prohibiting school districts and charter schools from
2 taking disciplinary action against employees, contractors,
3 or students for the use of legal names, the use of student
4 names as listed in school registration forms or records,
5 or for the failure to use personal pronouns in official
6 communications, and providing civil penalties.
7 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 256E.7, subsection 2, Code 2024, is
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *Or.* Be subject to and comply with the
4 requirements of section 279.84 relating to the prohibition
5 on disciplinary action for the use of legal names, the use
6 of student names as listed in school registration forms
7 or records, and for the failure to use personal pronouns
8 in official communications in the same manner as a school
9 district.

10 Sec. 2. NEW SECTION. **279.84 Prohibition on disciplinary**
11 **action — use of legal names or names of record — failure to use**
12 **personal pronouns.**

13 1. *a.* The board of directors of each school district shall
14 not take any disciplinary action against an employee of the
15 school district, a contractor hired by the school district,
16 or a student enrolled in the school district for addressing
17 other employees, contractors, or students using the employee's,
18 contractor's, or student's legal name.

19 *b.* The board of directors of each school district shall
20 not take any disciplinary action against an employee of the
21 school district, a contractor hired by the school district, or
22 a student enrolled in the school district for addressing other
23 students using the student's name as it is listed in the school
24 district's registration forms or records.

25 2. The board of directors of each school district shall not
26 take any disciplinary action against an employee of the school
27 district, a contractor hired by the school district, or a
28 student enrolled in the school district for failing to disclose
29 or use any personal pronouns in the greeting or signature block
30 of any form of official communication, including letters,
31 forms, notes, or electronic mail.

32 3. An employee whose employment is terminated in violation
33 of this section may enforce this section through a civil action
34 under section 70A.29, subsection 3.

35 4. For purposes of this section, "*disciplinary action*"

1 includes termination of employment or the contractual
2 relationship, suspension from employment or the contractual
3 relationship, demotion, expulsion from school, suspension from
4 school, detention, financial penalties, and written or verbal
5 reprimands.

6 EXPLANATION

7 The inclusion of this explanation does not constitute agreement with
8 the explanation's substance by the members of the general assembly.

9 This bill prohibits school districts and charter schools
10 from taking disciplinary action against employees, contractors,
11 or students for the use of legal names, the use of student
12 names as listed in school registration forms or records,
13 or for the failure to use personal pronouns in official
14 communications.

15 The bill prohibits the board of directors of school
16 districts and the governing boards of charter schools from
17 taking any disciplinary action against an employee, contractor,
18 or student for addressing other employees, contractors, or
19 students using the employee's, contractor's, or student's legal
20 name. The bill also prohibits the boards of directors of
21 school districts and the governing boards of charter schools
22 from taking any disciplinary action against an employee,
23 contractor, or student for addressing other students using the
24 student's name as it is listed in the school's registration
25 forms or records.

26 The bill prohibits the board of directors of school
27 districts and the governing boards of charter schools from
28 taking any disciplinary action against an employee, contractor,
29 or student for failing to disclose or use any personal pronouns
30 in the greeting or signature block of any form of official
31 communication.

32 The bill allows an employee whose employment is terminated
33 in violation of these provisions to enforce the provisions
34 through a civil action which allows the aggrieved employee to
35 receive reinstatement, with or without back pay, civil damages

1 in an amount not to exceed three times the aggrieved employee's
2 annual wages and benefits, and any other equitable relief the
3 court deems appropriate, including attorney fees and costs.
4 Injunctive relief is also available.

5 The bill defines "disciplinary action" to include
6 termination of employment or the contractual relationship,
7 suspension from employment or the contractual relationship,
8 demotion, expulsion from school, suspension from school,
9 detention, financial penalties, and written or verbal
10 reprimands.