

House File 367 - Introduced

HOUSE FILE 367

BY STONE

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 or for the failure to
4 use personal pronouns in official communications.

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 256E.7, subsection 2, Code 2023, is
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *Oj.* Be subject to and comply with the
4 requirements of section 279.77 relating to the prohibition on
5 disciplinary action for the use of legal names and for the
6 failure to use personal pronouns in official communications in
7 the same manner as a school district.

8 Sec. 2. NEW SECTION. **279.77 Prohibition on disciplinary**
9 **action — use of legal names — failure to use personal pronouns.**

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

16 2. The board of directors of each school district shall not
17 take any disciplinary action against an employee of the school
18 district, a contractor hired by the school district, or a
19 student enrolled in the school district for failing to disclose
20 or use any personal pronouns in the greeting or signature block
21 of any form of official communication, including letters,
22 forms, notes, or electronic mail.

23 3. For purposes of this section, "*disciplinary action*"
24 includes termination of employment, suspension from employment,
25 demotion, expulsion from school, suspension from school,
26 detention, financial penalties, and written or verbal
27 reprimands.

28 EXPLANATION

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

31 This bill prohibits school districts and charter schools
32 from taking disciplinary action against employees, contractors,
33 or students for the use of legal names or for the failure to use
34 personal pronouns in official communications.

35 The bill prohibits the board of directors of school

1 districts and the governing boards of charter schools from
2 taking any disciplinary action against an employee, contractor,
3 or student for addressing other employees, contractors, or
4 students using the employee's, contractor's, or student's legal
5 name.

6 The bill prohibits the board of directors of school
7 districts and the governing boards of charter schools from
8 taking any disciplinary action against an employee, contractor,
9 or student for failing to disclose or use any personal pronouns
10 in the greeting or signature block of any form of official
11 communication.

12 The bill defines "disciplinary action" to include
13 termination of employment, suspension from employment,
14 demotion, expulsion from school, suspension from school,
15 detention, financial penalties, and written or verbal
16 reprimands.