

House File 80 - Introduced

HOUSE FILE 80
BY HAYES

A BILL FOR

1 An Act prohibiting school districts and charter schools from
2 taking disciplinary action against employees, contractors, or
3 students for the use of legal names, the use of student names
4 as listed in school registration forms or records, or for the
5 failure to use personal pronouns in official communications,
6 and providing civil penalties.

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

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1 Section 1. Section 256E.7, subsection 2, Code 2025, is
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. Or. Be subject to and comply with the
4 requirements of section 279.87 relating to the prohibition on
5 disciplinary action for the use of legal names, the use of
6 student names as listed in school registration forms or records,
7 and for the failure to use personal pronouns in official
8 communications in the same manner as a school district.

9 Sec. 2. NEW SECTION. **279.87 Prohibition on disciplinary**
10 **action — use of legal names or names of record — failure to**
11 **use personal pronouns.**

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

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

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

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

34 4. For purposes of this section, "disciplinary action"
35 includes termination of employment or the contractual

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

5 EXPLANATION

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

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

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

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

29 The bill allows an employee whose employment is terminated in
30 violation of these provisions to enforce the provisions through
31 a civil action which allows the aggrieved employee to receive
32 reinstatement, with or without back pay, civil damages in an
33 amount not to exceed three times the aggrieved employee's annual
34 wages and benefits, and any other equitable relief the court
35 deems appropriate, including attorney fees and costs. Injunctive

1 relief is also available.

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

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