



SYNOPSIS:

This bill would prohibit employees of public schools and public institutions of higher education from using names or pronouns inconsistent with a student's legal name or biological sex without written permission from the student's parent or guardian.

This bill would protect employees from adverse employment action for declining to use a name other than a legal name or a pronoun other than a pronoun corresponding to the student's biological sex or for declining to identify his or her own pronouns.

This bill would also protect students from disciplinary action for declining to use a name other than a legal name or a pronoun other than a pronoun corresponding to the student's biological sex or for declining to identify his or her own pronouns.

A BILL
TO BE ENTITLED
AN ACT

Relating to public schools and public institutions of higher education; to restrict the use of names or pronouns inconsistent with a student's legal name or biological sex



without consent from a parent or guardian; and to protect teachers and students from adverse actions for declining to use or identify pronouns.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. This provision shall be known and may be cited as the Free to Speak Act.

Section 2. For the purposes of this act, the following terms have the following meanings:

(1) FEMALE. An individual who naturally has, had, will have, or would have, but for a developmental or genetic anomaly or historic accident, the reproductive system that at some point produces, transports, and utilizes eggs for fertilization.

(2) MALE. An individual who naturally has, had, will have, or would have, but for a developmental or genetic anomaly or historic accident, the reproductive system that at some point produces, transports, and utilizes sperm for fertilization.

(3) SEX. An individual's biological sex, either male or female, as observed or clinically verified at birth.

Section 3. (a) An employee of a public school or public institution of higher education, regardless of the scope of his or her official duties:

(1) Shall not knowingly and intentionally address an unemancipated minor student by a name, a pronoun, or title that is patently inconsistent with the student's sex without the written permission of a student's parent or guardian;

(2) Shall not be subject to adverse employment action



57 for declining to address an unemancipated minor student using
58 a name, a pronoun, or title that is patently inconsistent with
59 the student's sex; and

60 (3) Shall not be subject to adverse employment action
61 for declining to identify his or her pronouns.

62 (b) A student of a public school or public institution
63 of higher education shall not be subject to any disciplinary
64 action for declining to:

65 (1) Address an individual using a name, a pronoun, or
66 title that is patently inconsistent with the individual's sex
67 in a school setting; or

68 (2) Identify his or her pronouns.

69 Section 4. This act shall become effective on October
70 1, 2025.