

**SECOND ENGROSSMENT  
with Senate Amendments  
REENGROSSED HOUSE BILL NO. 1522**

Introduced by

Representatives Dyk, Christensen, Timmons, VanWinkle

Senators Beard, Weston

1 A BILL for an Act to create and enact a new section to chapter 14-02.4 and a new section to  
2 chapter 15.1-06 of the North Dakota Century Code, relating to preferred pronouns and providing  
3 accommodations to a transgender student; to provide a penalty; and to declare an emergency.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1.** A new section to chapter 14-02.4 of the North Dakota Century Code is created  
6 and enacted as follows:

7 **Preferred pronoun - Government entity.**

8 1. Unless otherwise required by law, a government entity may not adopt a policy  
9 requiring an employee to:

10 a. Use an individual's preferred pronoun when addressing or mentioning the  
11 individual in work-related communications; or

12 b. Designate the employee's preferred pronoun in work-related communications.

13 2. An individual may assert a violation of this section as a claim or defense in a judicial  
14 proceeding and is entitled to recover appropriate relief, including reasonable attorney  
15 fees and court costs.

16 **SECTION 2.** A new section to chapter 15.1-06 of the North Dakota Century Code is created  
17 and enacted as follows:

18 **Transgender student accommodations.**

19 1. A board of a school district, public school, or public school teacher may not adopt a  
20 policy that requires or prohibits any individual from using a student's preferred gender  
21 pronoun.

22 2. A board of a school district shall establish, with the approval of the parent or legal  
23 guardian, a plan for the use of a separate restroom accommodation for a transgender  
24 student.

- 1        3. A board of a school district or a public school shall prohibit a student from using a  
2        restroom that does not coincide with the student's biological sex.
- 3        4. Unless otherwise required by law, a school district, public school, or public school  
4        teacher may not:
- 5        a. Adopt a policy concerning a particular student's transgender status without  
6        approval from the student's parent or legal guardian; or
- 7        b. Withhold or conceal information about a student's transgender status from the  
8        student's parent or legal guardian.

9        **SECTION 3. EMERGENCY.** This Act is declared to be an emergency measure.