

Senate Engrossed

pronouns; biological sex; school policies

**State of Arizona
Senate
Fifty-sixth Legislature
First Regular Session
2023**

SENATE BILL 1001

AN ACT

AMENDING TITLE 15, CHAPTER 5, ARTICLE 1, ARIZONA REVISED STATUTES, BY ADDING SECTION 15-509; RELATING TO SCHOOL EMPLOYEES.

(TEXT OF BILL BEGINS ON NEXT PAGE)

Be it enacted by the Legislature of the State of Arizona:

Section 1. Title 15, chapter 5, article 1, Arizona Revised Statutes, is amended by adding section 15-509, to read:

15-509. Pronouns; biological sex; parental permission; prohibition; policies

A. AN EMPLOYEE OR INDEPENDENT CONTRACTOR OF A SCHOOL DISTRICT OR CHARTER SCHOOL MAY NOT KNOWINGLY ADDRESS, IDENTIFY OR REFER TO A STUDENT WHO IS UNDER EIGHTEEN YEARS OF AGE BY EITHER OF THE FOLLOWING UNLESS THE SCHOOL DISTRICT OR CHARTER SCHOOL RECEIVES WRITTEN PERMISSION FROM THE STUDENT'S PARENT:

1. A PRONOUN THAT DIFFERS FROM THE PRONOUN THAT ALIGNS WITH THE STUDENT'S BIOLOGICAL SEX.

2. A FIRST NAME OTHER THAN THE FIRST OR MIDDLE NAME THAT IS LISTED ON THE STUDENT'S OFFICIAL SCHOOL RECORDS, EXCEPT THAT AN EMPLOYEE OR INDEPENDENT CONTRACTOR MAY ADDRESS, IDENTIFY OR REFER TO A STUDENT BY A NICKNAME THAT IS COMMONLY ASSOCIATED WITH THE STUDENT'S NAME OF RECORD.

B. A SCHOOL DISTRICT OR CHARTER SCHOOL MAY NOT REQUIRE AN EMPLOYEE OR INDEPENDENT CONTRACTOR TO ADDRESS, IDENTIFY OR REFER TO A PERSON BY A PRONOUN THAT DIFFERS FROM THE PRONOUN THAT ALIGNS WITH THE PERSON'S BIOLOGICAL SEX IF DOING SO IS CONTRARY TO THE EMPLOYEE'S OR INDEPENDENT CONTRACTOR'S RELIGIOUS OR MORAL CONVICTIONS.

C. EACH SCHOOL DISTRICT GOVERNING BOARD AND CHARTER SCHOOL GOVERNING BODY SHALL ADOPT POLICIES TO IMPLEMENT THIS SECTION.

D. THIS SECTION DOES NOT PROHIBIT ANY PERSON DESCRIBED IN SUBSECTION A OF THIS SECTION FROM DISCUSSING MATTERS OF PUBLIC CONCERN OUTSIDE THE CONTEXT OF THE PERSON'S OFFICIAL DUTIES.❖