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NEW SECTION. Section 3. Protection against compelled speech. (1) A student may not be subject to a disciplinary action for declining to:

- (a) identify the student's pronouns; or
- (b) address a person by using a name other than the person's legal name or a derivative of the person's legal name or by using a pronoun or a title that is inconsistent with the person's sex.

(2) An employee, regardless of the scope of the employee's official duties, may not be subject to an adverse employment action for declining to:

- (a) identify the employee's pronouns while acting within the scope of employment; or
- (b) address a person by using a name other than the person's legal name or a derivative of the person's legal name or by using a pronoun or a title that is inconsistent with the person's sex.

(3) The state may not penalize or take an adverse action against a person because the person declines to:

- (a) identify the person's pronouns; or
- (b) address another person by using a name other than the other person's legal name or a derivative of the other person's legal name or by using a pronoun or a title that is inconsistent with the other person's sex.

NEW SECTION. Section 4. Private cause of action -- penalties -- limitation. (1) A person who is harmed by a violation of [sections 1 through 4] may bring a cause of action against a public school or the state for injunctive relief, monetary damages, reasonable attorney fees and costs, and any other appropriate relief.

(2) A civil action brought pursuant to this section must be initiated within 2 years after the violation of [sections 1 through 4] occurs.

NEW SECTION. Section 5. Codification instruction. [Sections 1 through 4] are intended to be codified as an integral part of Title 49, chapter 1, part 1, and the provisions of Title 49, chapter 1, part 1, apply to [sections 1 through 4].

1 NEW SECTION. **Section 6. Severability.** If a part of [this act] is invalid, all valid parts that are
2 severable from the invalid part remain in effect. If a part of [this act] is invalid in one or more of its applications,
3 the part remains in effect in all valid applications that are severable from the invalid applications.

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5 NEW SECTION. **Section 7. Effective date.** [This act] is effective on passage and approval.

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