

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)

1 Be it enacted by the Legislature of the State of Arizona:  
2 Section 1. Title 15, chapter 5, article 1, Arizona Revised  
3 Statutes, is amended by adding section 15-509, to read:  
4 15-509. Pronouns; biological sex; parental permission;  
5 prohibition; policies  
6 A. AN EMPLOYEE OR INDEPENDENT CONTRACTOR OF A SCHOOL DISTRICT OR  
7 CHARTER SCHOOL MAY NOT KNOWINGLY ADDRESS, IDENTIFY OR REFER TO A STUDENT  
8 WHO IS UNDER EIGHTEEN YEARS OF AGE BY EITHER OF THE FOLLOWING UNLESS THE  
9 SCHOOL DISTRICT OR CHARTER SCHOOL RECEIVES WRITTEN PERMISSION FROM THE  
10 STUDENT'S PARENT:  
11 1. A PRONOUN THAT DIFFERS FROM THE PRONOUN THAT ALIGNS WITH THE  
12 STUDENT'S BIOLOGICAL SEX.  
13 2. A FIRST NAME OTHER THAN THE FIRST OR MIDDLE NAME THAT IS LISTED  
14 ON THE STUDENT'S OFFICIAL SCHOOL RECORDS, EXCEPT THAT AN EMPLOYEE OR  
15 INDEPENDENT CONTRACTOR MAY ADDRESS, IDENTIFY OR REFER TO A STUDENT BY A  
16 NICKNAME THAT IS COMMONLY ASSOCIATED WITH THE STUDENT'S NAME OF RECORD.  
17 B. A SCHOOL DISTRICT OR CHARTER SCHOOL MAY NOT REQUIRE AN EMPLOYEE  
18 OR INDEPENDENT CONTRACTOR TO ADDRESS, IDENTIFY OR REFER TO A PERSON BY A  
19 PRONOUN THAT DIFFERS FROM THE PRONOUN THAT ALIGNS WITH THE PERSON'S  
20 BIOLOGICAL SEX IF DOING SO IS CONTRARY TO THE EMPLOYEE'S OR INDEPENDENT  
21 CONTRACTOR'S RELIGIOUS OR MORAL CONVICTIONS.  
22 C. EACH SCHOOL DISTRICT GOVERNING BOARD AND CHARTER SCHOOL  
23 GOVERNING BODY SHALL ADOPT POLICIES TO IMPLEMENT THIS SECTION.  
24 D. THIS SECTION DOES NOT PROHIBIT ANY PERSON DESCRIBED IN  
25 SUBSECTION A OF THIS SECTION FROM DISCUSSING MATTERS OF PUBLIC CONCERN  
26 OUTSIDE THE CONTEXT OF THE PERSON'S OFFICIAL DUTIES.