

**Sixty-eighth Legislative Assembly of North Dakota  
In Regular Session Commencing Tuesday, January 3, 2023**

SENATE BILL NO. 2231  
(Senators Luick, Meyer)  
(Representatives Cory, Karls)

AN ACT to create and enact sections 14-02.4-03.1 and 15.1-06-21 of the North Dakota Century Code, relating to preferred pronoun discriminatory practices and school policies on expressed gender.

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

**SECTION 1.** Section 14-02.4-03.1 of the North Dakota Century Code is created and enacted as follows:

**14-02.4-03.1. Preferred pronoun - Government entity.**

1. Unless required by law, a government entity may not require an employee to:
  - a. Use an individual's preferred pronoun when addressing or mentioning the individual in work-related communications.
  - b. Designate the employee's preferred pronoun in work-related communications.
2. An individual may assert a violation of this section as a claim or defense in a judicial proceeding and obtain appropriate relief, including costs and reasonable attorney's fees.

**SECTION 2.** Section 15.1-06-21 of the North Dakota Century Code is created and enacted as follows:

**15.1-06-21. School policy - Expressed gender.**

1. As used in this section:
  - a. "Expressed gender" means a gender identity, whether expressed through behavior, clothing, mannerisms, preferred pronoun, or physical characteristics, which does not conform to the student's sex; and
  - b. "Sex" means the biological state of being male or female, based on sex organs, chromosomes, and endogenous hormone profiles existing at the time of birth.
2. Unless otherwise required by law, a board of a school district, a public school, or a teacher in a public school may not:
  - a. Adopt a policy or practice regarding expressed gender;
  - b. Provide or authorize classroom instruction recognizing expressed gender; or
  - c. Provide or require professional development recognizing expressed gender.
3. When required by federal law, a board of a school district, a public school, or a teacher in a public school may adopt a policy concerning a specific student's expressed gender or preferred pronoun if the policy is made in consultation with, and with the approval of, the student's parents or guardians. Notwithstanding this subsection, unless otherwise required by federal law, a teacher in a public school is not required to use a student's preferred pronoun when referring to the student if the preferred pronoun is inconsistent with the student's sex.

4. This section does not prohibit a public school teacher from using a student's preferred pronoun that is inconsistent with the student's sex if the teacher has consulted with, and received approval from, the student's parent or guardian and the school administrator.

\_\_\_\_\_  
President of the Senate

\_\_\_\_\_  
Speaker of the House

\_\_\_\_\_  
Secretary of the Senate

\_\_\_\_\_  
Chief Clerk of the House

This certifies that the within bill originated in the Senate of the Sixty-eighth Legislative Assembly of North Dakota and is known on the records of that body as Senate Bill No. 2231.

Senate Vote:    Yeas 34            Nays 12            Absent 1

House Vote:    Yeas 60            Nays 32            Absent 2

\_\_\_\_\_  
Secretary of the Senate

Received by the Governor at \_\_\_\_\_ M. on \_\_\_\_\_, 2023.

Approved at \_\_\_\_\_ M. on \_\_\_\_\_, 2023.

\_\_\_\_\_  
Governor

Filed in this office this \_\_\_\_\_ day of \_\_\_\_\_, 2023,

at \_\_\_\_\_ o'clock \_\_\_\_\_ M.

\_\_\_\_\_  
Secretary of State

Honorable Michael Howe  
Secretary of State  
Bismarck, North Dakota

I certify this Act, Senate Bill No. 2231, together with the objections of Governor Burgum was returned to the Senate, being the body in which it originated, on March 30, 2023; that the objections of the Governor were read at length on March 30, 2023, and entered upon the Journal; that the Bill was taken up for reconsideration; that the motion for reconsideration prevailed on March 30, 2023, at 4:55 p.m.; and the roll was called and the Bill did pass, with more than two-thirds of the members-elect voting in the affirmative.

Vote:	Yeas	37
	Nays	9
	Absent and not voting	1

\_\_\_\_\_  
President of the Senate

\_\_\_\_\_  
Secretary of the Senate

Honorable Michael Howe  
Secretary of State  
Bismarck, North Dakota

I certify this Act, Senate Bill No. 2231, together with the objections of Governor Burgum, was received from the Senate, being the body in which it originated, on March 31, 2023; that the objections of the Governor were read at length on March 31, 2023, and entered upon the Journal; that the Bill was taken up for reconsideration; that the motion for reconsideration failed on April 3, 2023, at 1:50 p.m.; and the roll was called and the Bill did failed to pass, with less than two-thirds of the members-elect voting in the affirmative.

Vote:	Yeas	56
	Nays	36
	Absent and not voting	2

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Speaker of the House

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Chief Clerk of the House