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LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
03/18/2025	.	
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The Committee on Community Affairs (Yarborough) recommended the following:

**Senate Amendment (with title amendment)**

Delete everything after the enacting clause  
and insert:

Section 1. Section 125.595, Florida Statutes, is created to  
read:

125.595 Prohibition of official actions of counties  
relating to diversity, equity, and inclusion; penalty; remedy.—

(1) For purposes of this section, the term:

(a) "Diversity, equity, and inclusion" means any effort to:



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1. Manipulate or otherwise influence the composition of employees with reference to race, color, sex, or ethnicity, other than to ensure that hiring is conducted in accordance with state and federal antidiscrimination laws;

2. Promote or provide differential or preferential treatment or special benefits to a person or group based on that person's or group's race, color, sex, ethnicity, gender identity, or sexual orientation; or

3. Promote or adopt training, programming, or activities designed or implemented with reference to race, color, sex, ethnicity, gender identity, or sexual orientation.

The term does not include the use of equal opportunity or equal employment opportunity materials designed to inform a person about the prohibition against discrimination based on protected status under state or federal law.

(b) "Diversity, equity, and inclusion office" means any office, division, department, agency, center, or other unit of a county which coordinates, creates, develops, designs, implements, organizes, plans, or promotes policies, programming, training, practices, meetings, activities, procedures, or similar actions relating to diversity, equity, and inclusion.

(c) "Diversity, equity, and inclusion officer" means a person who is a full-time or part-time employee of, or an independent contractor contracted by, a county whose duties include coordinating, creating, developing, designing, implementing, organizing, planning, or promoting policies, programming, training, practices, meetings, activities, procedures or similar actions relating to diversity, equity, and



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inclusion.

(2) A county may not fund or promote, directly or indirectly, or take any official action, including, but not limited to, the adoption or enforcement of ordinances, resolutions, rules, regulations, programs, or policies, as it relates to diversity, equity, and inclusion. Any such existing ordinances, resolutions, rules, regulations, programs, or policies are void.

(3) A county may not expend any funds, regardless of source, to establish, sustain, support, or staff a diversity, equity, and inclusion office or to employ, contract, or otherwise engage a person to serve as a diversity, equity, and inclusion officer.

(4) A county commissioner or other county official who violates this section commits misfeasance or malfeasance in office.

(5) An action in circuit court may be brought against a county that violates this section by a resident of the county. The court may enter a judgment awarding declaratory and injunctive relief, damages, and costs. The court may also award reasonable attorney fees to the prevailing party; however, the court may not award reasonable attorney fees to a county as the prevailing party.

(6) This section does not prohibit any official action by a county required for compliance with state or federal laws or regulations.

(7) This section does not apply to:

(a) The actions of an appointed county board or commission composed of nonelected volunteers; or



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(b) Basic administrative support provided to an appointed county board or commission composed of nonelected volunteers, unless such administrative support is provided by a county employee whose sole function is the provision of such administrative support.

Section 2. Section 166.04971, Florida Statutes, is created to read:

166.04971 Prohibition of official actions of municipalities relating to diversity, equity, and inclusion; penalty; remedy.—

(1) For purposes of this section, the term:

(a) "Diversity, equity, and inclusion" means any effort to:

1. Manipulate or otherwise influence the composition of employees with reference to race, color, sex, or ethnicity, other than to ensure that hiring is conducted in accordance with state and federal antidiscrimination laws;

2. Promote or provide differential or preferential treatment or special benefits to a person or group based on that person's or group's race, color, sex, ethnicity, gender identity, or sexual orientation; or

3. Promote or adopt training, programming, or activities designed or implemented with reference to race, color, sex, ethnicity, gender identity, or sexual orientation.

The term does not include the use of equal opportunity or equal employment opportunity materials designed to inform a person about the prohibition against discrimination based on protected status under state or federal law.

(b) "Diversity, equity, and inclusion office" means any office, division, department, agency, center, or other unit of a



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municipality which coordinates, creates, develops, designs, implements, organizes, plans, or promotes policies, programming, training, practices, meetings, activities, procedures, or similar actions relating to diversity, equity, and inclusion.

(c) "Diversity, equity, and inclusion officer" means a person who is a full-time or part-time employee of, or an independent contractor contracted by, a municipality whose duties include coordinating, creating, developing, designing, implementing, organizing, planning, or promoting policies, programming, training, practices, meetings, activities, procedures or similar actions relating to diversity, equity, and inclusion.

(2) A municipality may not fund or promote, directly or indirectly, or take any official action, including, but not limited to, the adoption or enforcement of ordinances, resolutions, rules, regulations, programs, or policies, as it relates to diversity, equity, and inclusion. Any such existing ordinances, resolutions, rules, regulations, programs, or policies are void.

(3) A municipality may not expend any funds, regardless of source, to establish, sustain, support, or staff a diversity, equity, and inclusion office or to employ, contract, or otherwise engage a person to serve as a diversity, equity, and inclusion officer.

(4) Any member of the governing body of a municipality or other municipal official who violates this section commits misfeasance or malfeasance in office.

(5) An action in circuit court may be brought against a municipality that violates this section by a resident of the



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municipality. The court may enter a judgment awarding  
declaratory and injunctive relief, damages, and costs. The court  
may also award reasonable attorney fees to the prevailing party;  
however, the court may not award reasonable attorney fees to a  
municipality as the prevailing party.

(6) This section does not prohibit any official action by  
the governing body of a municipality required for compliance  
with state or federal laws or regulations.

(7) This section does not apply to:

(a) The actions of an appointed municipal board or  
commission composed of nonelected volunteers; or

(b) Basic administrative support provided to an appointed  
municipal board or commission composed of nonelected volunteers,  
unless such administrative support is provided by a municipal  
employee whose sole function is the provision of such  
administrative support.

Section 3. Section 287.139, Florida Statutes, is created to  
read:

287.139 Prohibition against using diversity, equity, and  
inclusion material.—A potential recipient of a county or  
municipal contract or grant shall certify to the county or  
municipality, as applicable, before being awarded such contract  
or grant that the potential recipient does not and will not use  
county or municipal funds in requiring its employees,  
contractors, volunteers, vendors, or agents to ascribe to,  
study, or be instructed using materials relating to diversity,  
equity, and inclusion as defined in ss. 125.595(1) and  
166.04971(1).

Section 4. This act shall take effect December 31, 2025.



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===== T I T L E   A M E N D M E N T =====

And the title is amended as follows:

Delete everything before the enacting clause  
and insert:

A bill to be entitled  
An act relating to official actions of local  
governments; creating ss. 125.595 and 166.04971, F.S.;  
defining terms; prohibiting counties and  
municipalities, respectively, from funding or  
promoting or taking official action as it relates to  
diversity, equity, and inclusion; prohibiting counties  
and municipalities, respectively, from expending funds  
for diversity, equity, and inclusion offices or for  
diversity, equity, and inclusion officers; providing  
that certain ordinances, resolutions, rules,  
regulations, programs, and policies are void;  
providing that a county commissioner, a member of the  
governing body of a municipality, or any other county  
or municipal official who violates certain provisions  
commits misfeasance or malfeasance in office;  
authorizing a cause of action against counties and  
municipalities, respectively, under certain  
circumstances; providing construction and  
applicability; creating s. 287.139, F.S.; requiring  
potential recipients of county and municipal contracts  
and grants to make a certain certification to the  
county or municipality before being awarded such  
contract or grant; providing an effective date.