

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 641 (2026)

Amendment No.

COMMITTEE/SUBCOMMITTEE ACTION

ADOPTED  (Y/N)

ADOPTED AS AMENDED  (Y/N)

ADOPTED W/O OBJECTION  (Y/N)

FAILED TO ADOPT  (Y/N)

WITHDRAWN  (Y/N)

OTHER

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1 Committee/Subcommittee hearing bill: Government Operations  
2 Subcommittee

3 Representative Plakon offered the following:

5 **Amendment (with title amendment)**

6 Remove lines 30-95 and insert:

7 **Section 2. Section 112.0456, Florida Statutes, is created**

8 **to read:**

9 112.0456 Personal pronouns.—

10 (1) As used in this section, the term:

11 (a) "Adverse personnel action" means the discharge,  
12 suspension, transfer, demotion, or lack of promotion of an  
13 employee or a contractor; the withholding of bonuses; the  
14 withholding of promotional opportunities; the reduction in  
15 salary or benefits; or any other adverse action taken against an

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16 employee or a contractor within the terms and conditions of  
17 employment by an employer.

18 (b) "Contractor" means an individual, partnership,  
19 corporation, or business entity that enters or attempts to enter  
20 into a contract for services with an employer.

21 (c) "Employee" means an individual employed by, or  
22 attempting to be employed by, an employer.

23 (d) "Employer" means the state or any county,  
24 municipality, or special district or any subdivision or agency  
25 thereof.

26 (e) "Gender identity" means a fully internal and  
27 subjective sense of self, disconnected from biological reality  
28 and sex, and existing on an infinite continuum that does not  
29 provide a meaningful basis for identification and cannot be  
30 recognized as a replacement for sex.

31 (f) "Gender ideology" means the false belief that replaces  
32 the biological category of sex with an ever-shifting concept of  
33 self-assessed gender identity, permitting the false claim that  
34 males can identify as and become women and vice versa, and  
35 requiring all institutions of society to regard this false claim  
36 as true. The term includes the idea that there is a vast  
37 spectrum of genders that are disconnected from a person's sex.  
38 Gender ideology is internally inconsistent in that it diminishes  
39 sex as an identifiable or useful category but nevertheless

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40 maintains that it is possible for a person to be born in the  
41 wrong sexed body.

42 (g) "Sex" means the classification of a person as either  
43 female or male based on the organization of the body of such  
44 person for a specific reproductive role, as indicated by the  
45 person's sex chromosomes, naturally occurring sex hormones, and  
46 internal and external genitalia present at birth.

47 (2) It is the policy of this state that a person's sex is  
48 an immutable biological trait and that it is false to ascribe to  
49 a person a pronoun that does not correspond to such person's  
50 sex. This section does not apply to individuals born with a  
51 genetically or biochemically verifiable disorder of sex  
52 development, including, but not limited to, 46,XX disorder of  
53 sex development; 46,XY disorder of sex development; sex  
54 chromosome disorder of sex development; XX or XY sex reversal;  
55 and ovotesticular disorder.

56 (3) An employee or a contractor may not be required, as a  
57 condition of employment or to avoid adverse personnel action, to  
58 refer to another person using that person's preferred pronouns  
59 if such pronouns do not correspond to that person's sex.

60 (4) An employee or a contractor may not require an  
61 employer to use his or her preferred pronouns if such preferred  
62 pronouns do not correspond to the employee's or contractor's  
63 sex.

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64        (5) A job application or other related employment form  
65        that requires an applicant to mark his or her sex may inquire if  
66        the applicant is male or female only and may not provide a  
67        nonbinary or other option.

68        (6) (a) It is an unlawful employment practice for an  
69        employer to take adverse personnel action against an employee or  
70        a contractor because of the employee's or contractor's deeply  
71        held religious, moral, conscience-based, or biology-based  
72        beliefs regarding gender ideology, whether those views are

73        -----

74        **T I T L E   A M E N D M E N T**

75        Remove line 4 and insert:

76        112.0456, F.S.; providing definitions; specifying an