

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WITHDRAWN _____ (Y/N)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 _____

Committee/Subcommittee hearing bill: Government Operations
Subcommittee

Representative Plakon offered the following:

Amendment (with title amendment)

Remove lines 30-95 and insert:

**Section 2. Section 112.0456, Florida Statutes, is created
to read:**

112.0456 Personal pronouns.—

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

(a) "Adverse personnel action" means the discharge,
suspension, transfer, demotion, or lack of promotion of an
employee or a contractor; the withholding of bonuses; the
withholding of promotional opportunities; the reduction in
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

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

76 Remove line 4 and insert:

77 112.0456, F.S.; providing definitions; specifying an