

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

SENATE BILL 1742

By: Jett

AS INTRODUCED

An Act relating to state government; defining terms; prohibiting state employees from taking certain action; directing the Department of Labor to create certain standards; providing for legislative approval of certain standards; requiring the Department of Labor to distribute certain standards; providing for codification; providing an effective date; and declaring an emergency.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 85.80 of Title 74, unless there is created a duplication in numbering, reads as follows:

A. As used in this section:

1. "Preferred pronouns" means a statement or listing of personal pronouns an individual uses to refer to himself or herself; and

2. "Workplace harassment" means a pattern or course of conduct that is directed toward another individual in a workplace that:

- a. causes emotional distress,
- b. solicits sexual activity, or
- c. distributes political messaging.

B. 1. No employee of any agency, entity, or instrumentality of this state shall state his or her preferred pronouns on any document or communication created or used by such in the course of his or her duties as an employee of this state.

2. Any employee of any agency, entity, or instrumentality of this state that violates the provisions of paragraph 1 of this subsection shall be deemed to be engaged in workplace harassment.

C. 1. The Department of Labor shall create workplace standards regarding preferred pronouns, including corrective action policies for employees or officials deemed to be engaged in workplace harassment, as provided for in paragraph 2 of subsection B of this section. The Department shall submit such standards for approval by a majority vote of the members elected to and constituting each chamber of the Legislature.

2. After the legislative approval provided for in paragraph 1 of this subsection, the Department shall distribute the workplace standards regarding preferred pronouns to all agencies, entities, and instrumentalities of this state.

SECTION 2. This act shall become effective July 1, 2026.

SECTION 3. It being immediately necessary for the preservation of the public peace, health or safety, an emergency is hereby

1 declared to exist, by reason whereof this act shall take effect and  
2 be in full force from and after its passage and approval.  
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