

1 STATE OF OKLAHOMA

2 2nd Session of the 60th Legislature (2026)

3 SENATE BILL 1742

By: Jett

6 AS INTRODUCED

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

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

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

19 A. As used in this section:

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

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

1                   a. causes emotional distress,  
2                   b. solicits sexual activity, or  
3                   c. distributes political messaging.

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

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

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

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

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

23                   SECTION 3. It being immediately necessary for the preservation  
24                   of the public peace, health or safety, an emergency is hereby  
25

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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