

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

SENATE BILL 1960

By: Guthrie

AS INTRODUCED

An Act relating to government workplace practices; prohibiting municipalities from taking certain actions; prohibiting counties from taking certain actions; prohibiting state agencies from taking certain actions; providing for codification; 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 22-165 of Title 11, unless there is created a duplication in numbering, reads as follows:

No municipality in this state shall:

1. Give any differential treatment, including in hiring decisions, on any metrics that consider an applicant's race, color, religion, sex, national origin, age, disability, or other immutable characteristics;

2. Decide to hire a particular applicant in order to achieve any goals to increase diversity, equity, or inclusion in the workplace; or

1 3. Establish any branch, office, or position pertaining to the
2 promotion of diversity, equity, or inclusion in the workplace.

3 SECTION 2. NEW LAW A new section of law to be codified
4 in the Oklahoma Statutes as Section 452.2 of Title 19, unless there
5 is created a duplication in numbering, reads as follows:

6 No county in this state shall:

7 1. Give any differential treatment, including in hiring
8 decisions, on any metrics that consider an applicant's race, color,
9 religion, sex, national origin, age, disability, or other immutable
10 characteristics;

11 2. Decide to hire a particular applicant in order to achieve
12 any goals to increase diversity, equity, or inclusion in the
13 workplace; or

14 3. Establish any branch, office, or position pertaining to the
15 promotion of diversity, equity, or inclusion in the workplace.

16 SECTION 3. NEW LAW A new section of law to be codified
17 in the Oklahoma Statutes as Section 301 of Title 74, unless there is
18 created a duplication in numbering, reads as follows:

19 No state agency or entity shall:

20 1. Give any differential treatment, including in hiring
21 decisions, on any metrics that consider an applicant's race, color,
22 religion, sex, national origin, age, disability, or other immutable
23 characteristics;

1 2. Decide to hire a particular applicant in order to achieve
2 any goals to increase diversity, equity, or inclusion in the
3 workplace; or

4 3. Establish any branch, office, or position pertaining to the
5 promotion of diversity, equity, or inclusion in the workplace.

6 SECTION 4. It being immediately necessary for the preservation
7 of the public peace, health or safety, an emergency is hereby
8 declared to exist, by reason whereof this act shall take effect and
9 be in full force from and after its passage and approval.

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