

1 STATE OF OKLAHOMA

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

3 SENATE BILL 1960

By: Guthrie

6 AS INTRODUCED

7 An Act relating to government workplace practices;  
8 prohibiting municipalities from taking certain  
9 actions; prohibiting counties from taking certain  
actions; prohibiting state agencies from taking  
certain actions; providing for codification; and  
declaring an emergency.

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

12 SECTION 1. NEW LAW A new section of law to be codified  
13 in the Oklahoma Statutes as Section 22-165 of Title 11, unless there  
14 is created a duplication in numbering, reads as follows:

16 No municipality in this state shall:

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

21 2. Decide to hire a particular applicant in order to achieve  
22 any goals to increase diversity, equity, or inclusion in the  
23 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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11       60-2-2741           MSBB           1/15/2026 9:11:56 AM