

118TH CONGRESS
1ST SESSION

H. R. 6432

To prohibit the use of funds to implement, administer, or enforce measures requiring certain employees to refer to an individual by the preferred pronouns of such individual or a name other than the legal name of such individual, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 15, 2023

Mr. OGLES (for himself, Ms. BOEBERT, Mr. LAMALFA, Mrs. MILLER of Illinois, Mr. BIGGS, Mr. HARRIS, Mr. GOSAR, Mr. WEBER of Texas, Mr. CRANE, Mr. NORMAN, Mr. CLYDE, Mr. HIGGINS of Louisiana, Mr. COLLINS, Mr. ROSENDALE, and Mr. DUNCAN) introduced the following bill; which was referred to the Committee on Oversight and Accountability

A BILL

To prohibit the use of funds to implement, administer, or enforce measures requiring certain employees to refer to an individual by the preferred pronouns of such individual or a name other than the legal name of such individual, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Safeguarding Honest
5 Speech Act”.

1 **SEC. 2. NO FEDERAL FUNDS FOR COMPELLED LANGUAGE.**

2 (a) IN GENERAL.—Notwithstanding any other provi-
3 sion of law, no funds may be used for the purpose of im-
4 plementing, administering, or enforcing any rule, policy,
5 guidance, recommendation, or memoranda requiring an
6 employee or contractor of any Federal agency or Depart-
7 ment to use—

8 (1) another person’s preferred pronouns if they
9 are incompatible with such a person’s sex; or

10 (2) a name other than a person’s legal name
11 when referring to such a person.

12 (b) ENFORCEMENT.—

13 (1) IN GENERAL.—All Federal agencies and
14 Departments shall ensure that, not later than 30
15 days following a written notice from any employee or
16 contractor regarding an alleged violation of sub-
17 section (a), a formal response to the notice is issued
18 to the employee or contractor.

19 (2) PRIVATE RIGHT OF ACTION.—In the case
20 that the formal response in subsection (a) does not
21 represent a satisfactory outcome for a federal em-
22 ployee or contractor, any employee or contractor ag-
23 grieved by a violation of subsection (a) may com-
24 mence a civil action against the Federal agency or
25 Department responsible for the alleged violation.

1 (3) RELIEF.—In any action under this sub-
2 section, the court may award appropriate relief, in-
3 cluding—

4 (A) temporary, preliminary, or permanent
5 injunctive relief;

6 (B) compensatory damages;

7 (C) punitive or exemplary damages, which
8 may not exceed \$100,000; and

9 (D) reasonable fees for attorneys.

10 (4) STATUTE OF LIMITATIONS.—An action
11 under this subsection shall be brought not later than
12 one year after the date on which the alleged viola-
13 tion of subsection (a) occurred.

14 (c) DEFINITIONS.—In this section:

15 (1) SEX.—The term “sex” means sex recog-
16 nized based solely on a person’s reproductive biology
17 and genetics at birth.

18 (2) PERSON.—The term “person” means an in-
19 dividual.

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