

ORIGINAL SENATE  
FILE NO. SF0077

ENROLLED ACT NO. 23, SENATE

SIXTY-EIGHTH LEGISLATURE OF THE STATE OF WYOMING  
2025 GENERAL SESSION

AN ACT relating to the administration of government; prohibiting the state and its political subdivisions from requiring the use of preferred pronouns; authorizing a civil remedy; and providing for an effective date.

*Be It Enacted by the Legislature of the State of Wyoming:*

**Section 1.** W.S. 9-14-601 is created to read:

ARTICLE 6  
COMPELLED OR PROHIBITED SPEECH

**9-14-601. Compelled speech; civil action.**

(a) The state and its political subdivisions shall not compel or require an employee to refer to another employee using that employee's preferred pronouns:

(i) As a condition of continuing or commencing employment or contracting with the state or a political subdivision;

(ii) As a condition of receiving a grant, loan, permit, contract, license or other benefit afforded by the state or a political subdivision; or

(iii) Under threat of adverse action by the state or a political subdivision, including but not limited to an adverse employment action, exclusion, sanction or punishment.

(b) Any person aggrieved by a violation of subsection (a) of this section may file a civil action in any court of competent jurisdiction against the state or any political subdivision, and its employees acting in their official

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capacities, responsible for the violation to seek injunctive or declaratory relief.

**Section 2.** This act applies to conduct occurring on or after July 1, 2025 to which liability under this act applies.

**Section 3.** This act is effective July 1, 2025.

(END)

\_\_\_\_\_  
Speaker of the House

\_\_\_\_\_  
President of the Senate

\_\_\_\_\_  
Governor

TIME APPROVED: \_\_\_\_\_

DATE APPROVED: \_\_\_\_\_

I hereby certify that this act originated in the Senate.

\_\_\_\_\_  
Chief Clerk