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MEMORANDUM

To: Senate Committee on Education
From: Office of Revisor of Statutes
Date: February 10, 2025
Subject: SB 76—Given Name Act

Senate Bill 76 would enact the Given Name Act to require employees of school districts and postsecondary educational institutions to use the name and pronouns consistent with a student's biological sex and birth certificate and authorizing a cause of action for violations therefor.

SB 76 would prohibit employees of school districts and postsecondary institutions from addressing a minor student by a pronoun that is inconsistent with the minor's biological sex or by a name other than the name listed on the student's birth certificate, or a derivative of such name, without written permission from the minor's parent.

Additionally, no such employee would be subject to adverse employment action for declining to address an individual by a pronoun or title that is inconsistent with the individual's biological sex or a name that is inconsistent with the individual's birth certificate. Similarly, no student would be subject to disciplinary action for declining to address an individual by a pronoun or title that is inconsistent with the individual's biological sex or a name that is inconsistent with the individual's birth certificate.

A person aggrieved by a violation of the Given Name Act may bring a cause of action for injunctive relief, monetary damages, reasonable attorney fees and other appropriate relief.

SB 76 would apply to both school districts and postsecondary educational institutions with regard to with unemancipated minors or students who are under 18 years of age.

The bill would provide definitions for relevant terms used in the act.

SB 76 would take effect on July 1, 2025, upon publication in the statute book.