

COMMITTEE/SUBCOMMITTEE AMENDMENT

Bill No. HB 1001 (2026)

Amendment No. 1

COMMITTEE/SUBCOMMITTEE ACTION

ADOPTED	<u> </u> (Y/N)
ADOPTED AS AMENDED	<u> </u> (Y/N)
ADOPTED W/O OBJECTION	<u> </u> (Y/N)
FAILED TO ADOPT	<u> </u> (Y/N)
WITHDRAWN	<u> </u> (Y/N)
OTHER	<u> </u>

1 Committee/Subcommittee hearing bill: Civil Justice & Claims
2 Subcommittee

3 Representative Black offered the following:

5 **Amendment**

6 Remove everything after the enacting clause and insert:

7 **Section 1. Section 125.595, Florida Statutes, is created**

8 **to read:**

9 125.595 Prohibition of official actions of counties
10 relating to diversity, equity, and inclusion; penalty; remedy.—

11 (1) For purposes of this section, the term:

12 (a) "Diversity, equity, and inclusion" means any effort

13 to:

14 1. Manipulate or otherwise influence the composition of
15 employees with reference to race, color, sex, ethnicity, gender
16 identity, or sexual orientation other than to ensure that hiring

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17 is conducted in accordance with state and federal
18 antidiscrimination laws;

19 2. Promote or provide preferential treatment or special
20 benefits to a person or group based on that person's or group's
21 race, color, sex, ethnicity, gender identity, or sexual
22 orientation; or

23 3. Promote or adopt training, programming, or activities
24 designed or implemented with reference to race, color, sex,
25 ethnicity, gender identity, or sexual orientation.

27 The term does not include the use of equal opportunity or equal
28 employment opportunity materials designed to inform a person
29 about the prohibition against discrimination based on protected
30 status under state or federal law.

31 (b) "Diversity, equity, and inclusion office" means any
32 office, division, department, agency, center, or other unit of a
33 county which coordinates, creates, develops, designs,
34 implements, organizes, plans, or promotes policies, programming,
35 training, practices, meetings, activities, procedures, or
36 similar actions relating to diversity, equity, and inclusion.

37 (c) "Diversity, equity, and inclusion officer" means a
38 person who is a full-time or part-time employee of, or an
39 independent contractor contracted by, a county whose duties
40 include coordinating, creating, developing, designing,
41 implementing, organizing, planning, or promoting policies,

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42 programming, training, practices, meetings, activities,
43 procedures, or similar actions relating to diversity, equity,
44 and inclusion.

45 (2) (a) Subject to paragraph (b), a county may not fund or
46 promote, directly or indirectly, or take any official action,
47 including, but not limited to, the adoption or enforcement of
48 ordinances, resolutions, rules, regulations, programs, or
49 policies, as it relates to diversity, equity, and inclusion. Any
50 such existing ordinances, resolutions, rules, regulations,
51 programs, or policies are void.

52 (b) 1. Notwithstanding the other provisions of this
53 section, a county may continue to fund, promote, or take
54 official action for civic or community events relating to
55 diversity, equity, and inclusion through June 30, 2027.

56 2. Effective July 1, 2027, a county may not fund, promote,
57 or take official action for civic or community events relating
58 to diversity, equity, and inclusion, unless such conduct is
59 otherwise permitted under subsection (6).

60 (3) A county may not expend any funds, regardless of
61 source, to establish, sustain, support, or staff a diversity,
62 equity, and inclusion office or to employ, contract, or
63 otherwise engage a person to serve as a diversity, equity, and
64 inclusion officer.

65 (4) A county commissioner or other county official who,
66 while exercising his or her official authority pursuant to law

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67 on behalf of the county, willfully violates this section,
68 commits misfeasance or malfeasance in office.

69 (5) An action in circuit court may be brought by a
70 resident of the county against a county that violates this
71 section. The court may enter a judgment awarding declaratory and
72 injunctive relief, damages, and costs.

73 (6) This section does not prohibit a county from:

74 (a) Taking any official action required for compliance
75 with state or federal laws or regulations.

76 (b) Recognizing or promoting holidays designated by
77 federal law, including those designated in 5 U.S.C. s. 6103.

78 (c) Recognizing or promoting holidays and special
79 observances designated by Florida law, including those
80 designated in chapter 683.

81 (d) Recognizing or promoting patriotic and national
82 observances recognized by federal law, including those
83 designated in 36 U.S.C. ss. 101-148.

84 (e) Recognizing or honoring the individuals and groups
85 recognized and honored by the monuments and memorials authorized
86 by chapter 265 or national monuments designated by acts of
87 Congress, or recognizing the events forming the basis for such
88 monuments or memorials.

89 (f) Using equal opportunity or equal employment
90 opportunity materials designed to inform a person about the
91 prohibition against discrimination based on protected status

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92 under state or federal law.

93 (g) Authorizing or permitting, in a content-neutral
94 manner, civic and community events, provided that:

95 1. No public funds are expended.

96 2. No county employee is required to promote or attend an
97 event.

98 3. An event does not promote terrorism, racism, or
99 antisemitism.

100 (7) This section may not be construed to conflict with:

101 (a) Section 553.865 or analogous state and federal laws
102 protecting the right of males and females to restrooms and
103 changing facilities corresponding to their biological sex.

104 (b) Part XII of chapter 39 or analogous state and federal
105 laws ensuring that victims of domestic violence and their
106 dependents have access to emergency shelters.

107 (c) Section 1000.05 or analogous state and federal laws
108 prohibiting discrimination based on biological sex in
109 educational programs, sports, activities, and employment.

110 (d) Chapter 381 or analogous state and federal laws
111 ensuring males and females have access to public health services
112 corresponding to their biological sex.

113 (e) State and federal laws ensuring individuals have
114 access to public health services corresponding to their race or
115 ethnicity.

116 (f) Any other state or federal laws recognizing the

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117 inherent biological differences between males and females for
118 the purpose of ensuring their health, safety, and welfare.

119 (8) This section does not apply to:

120 (a) The actions of a body composed of nonelected
121 volunteers; or

122 (b) Basic administrative support provided to a body
123 composed of nonelected volunteers, unless such administrative
124 support is provided by a county employee whose sole function is
125 the provision of such administrative support.

126 **Section 2. Section 166.04971, Florida Statutes, is created**
127 **to read:**

128 166.04971 Prohibition of official actions of
129 municipalities relating to diversity, equity, and inclusion;
130 penalty; remedy.—

131 (1) For purposes of this section, the term:

132 (a) "Diversity, equity, and inclusion" means any effort
133 to:

134 1. Manipulate or otherwise influence the composition of
135 employees with reference to race, color, sex, ethnicity, gender
136 identity, or sexual orientation other than to ensure that hiring
137 is conducted in accordance with state and federal
138 antidiscrimination laws;

139 2. Promote or provide preferential treatment or special
140 benefits to a person or group based on that person's or group's
141 race, color, sex, ethnicity, gender identity, or sexual

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142 orientation; or

143 3. Promote or adopt training, programming, or activities
144 designed or implemented with reference to race, color, sex,
145 ethnicity, gender identity, or sexual orientation.

146

147 The term does not include the use of equal opportunity or equal
148 employment opportunity materials designed to inform a person
149 about the prohibition against discrimination based on protected
150 status under state or federal law.

151 (b) "Diversity, equity, and inclusion office" means any
152 office, division, department, agency, center, or other unit of a
153 municipality which coordinates, creates, develops, designs,
154 implements, organizes, plans, or promotes policies, programming,
155 training, practices, meetings, activities, procedures, or
156 similar actions relating to diversity, equity, and inclusion.

157 (c) "Diversity, equity, and inclusion officer" means a
158 person who is a full-time or part-time employee of, or an
159 independent contractor contracted by, a municipality whose
160 duties include coordinating, creating, developing, designing,
161 implementing, organizing, planning, or promoting policies,
162 programming, training, practices, meetings, activities,
163 procedures, or similar actions relating to diversity, equity,
164 and inclusion.

165 (2) (a) Subject to paragraph (b), a municipality may not
166 fund or promote, directly or indirectly, or take any official

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167 action, including, but not limited to, the adoption or
168 enforcement of ordinances, resolutions, rules, regulations,
169 programs, or policies, as it relates to diversity, equity, and
170 inclusion. Any such existing ordinances, resolutions, rules,
171 regulations, programs, or policies are void.

172 (b) 1. Notwithstanding the other provisions of this
173 section, a municipality may continue to fund, promote, or take
174 official action for civic or community events relating to
175 diversity, equity, and inclusion through June 30, 2027.

176 2. Effective July 1, 2027, a municipality may not fund,
177 promote, or take official action for civic or community events
178 relating to diversity, equity, and inclusion, unless such
179 conduct is otherwise permitted under subsection (6).

180 (3) A municipality may not expend any funds, regardless of
181 source, to establish, sustain, support, or staff a diversity,
182 equity, and inclusion office or to employ, contract, or
183 otherwise engage a person to serve as a diversity, equity, and
184 inclusion officer.

185 (4) A member of the governing body of a municipality or
186 other municipal official who, while exercising his or her
187 official authority pursuant to law on behalf of the
188 municipality, willfully violates this section, commits
189 misfeasance or malfeasance in office.

190 (5) An action in circuit court may be brought by a
191 resident of the municipality against a municipality that

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192 violates this section. The court may enter a judgment awarding
193 declaratory and injunctive relief, damages, and costs.

194 (6) This section does not prohibit a municipality from:

195 (a) Taking any official action required for compliance
196 with state or federal laws or regulations.

197 (b) Recognizing or promoting holidays designated by
198 federal law, including those designated in 5 U.S.C. s. 6103.

199 (c) Recognizing or promoting holidays and special
200 observances designated by Florida law, including those
201 designated in chapter 683.

202 (d) Recognizing or promoting patriotic and national
203 observances recognized by federal law, including those
204 designated in 36 U.S.C. ss. 101-148.

205 (e) Recognizing or honoring the individuals and groups
206 recognized and honored by the monuments and memorials authorized
207 by chapter 265 or national monuments designated by acts of
208 Congress, or recognizing the events forming the basis for such
209 monuments or memorials.

210 (f) Using equal opportunity or equal employment
211 opportunity materials designed to inform a person about the
212 prohibition against discrimination based on protected status
213 under state or federal law.

214 (g) Authorizing or permitting, in a content-neutral
215 manner, civic and community events, provided that:

216 1. No public funds are expended.

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217 2. No municipal employee is required to promote or attend
218 an event.

219 3. An event does not promote terrorism, racism, or
220 antisemitism.

221 (7) This section may not be construed to conflict with:

222 (a) Section 553.865 or analogous state and federal laws
223 protecting the right of males and females to restrooms and
224 changing facilities corresponding to their biological sex.

225 (b) Part XII of chapter 39 or analogous state and federal
226 laws ensuring that victims of domestic violence and their
227 dependents have access to emergency shelters.

228 (c) Section 1000.05 or analogous state and federal laws
229 prohibiting discrimination based on biological sex in
230 educational programs, sports, activities, and employment.

231 (d) Chapter 381 or analogous state and federal laws
232 ensuring males and females have access to public health services
233 corresponding to their biological sex.

234 (e) State and federal laws ensuring individuals have
235 access to public health services corresponding to their race or
236 ethnicity.

237 (f) Any other state or federal laws recognizing the
238 inherent biological differences between males and females for
239 the purpose of ensuring their health, safety, and welfare.

240 (8) This section does not apply to:

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241 (a) The actions of a body composed of nonelected
242 volunteers; or

243 (b) Basic administrative support provided to a body
244 composed of nonelected volunteers, unless such administrative
245 support is provided by a municipal employee whose sole function
246 is the provision of such administrative support.

247 Section 3. Section 287.139, Florida Statutes, is created
248 to read:

249 287.139 Prohibition against using diversity, equity, and
250 inclusion material.—A potential recipient of a county or
251 municipal contract or grant shall certify to the county or
252 municipality, as applicable, before being awarded such contract
253 or grant that the potential recipient does not and will not use
254 county or municipal funds in requiring its employees,
255 contractors, volunteers, vendors, or agents to ascribe to,
256 study, or be instructed using materials relating to diversity,
257 equity, and inclusion as defined in ss. 125.595(1) and
258 166.04971(1).

259 Section 4. This act shall take effect January 1, 2027.