I, Alison Grey am writing this as a resident of North Dakota that strongly opposes this bill (SB2199).

There are numerous studies available showing that being supportive to someone that's going through transition with gender affirming care, including using the pronouns that correspond with one's gender identity result in lower rates of suicide, and better mental health outcomes in general.

This is especially important in the workplace (see here https://www.thetrevorproject.org/wp-content/uploads/2021/07/LGBTQ-Youth-in-the-Workplace_-March-2021.pdf) particularly so in a day in age where people are already concerned about worker shortages.

Passing this bill will also serve to lead to more of that as well, as no trans person is going to want to work in a place that forcibly misgenders them.

Furthermore, attaching a fine like that ensures that it will gouge not only individuals and businesses, but also educational institutions and even the state itself.

I fear this will also only lead to further discrimination amongst transgender people in the workplace as well, trans individuals often experience stigma and discrimination, hostility from others, and pressure to manage their identities in social settings. For example, a 2015 comprehensive survey of 27,715 trans individuals residing in the United States showed that 77% of those who had held a job in the year prior took active steps to avoid mistreatment at work.

That number has most likely grown, given how laser focused on transgender people conservative media has been in the last year or so, focusing only on painting a harmful caricature of a group of people that are just trying to live their lives, and with how many bills like this and many others have been pushed recently in order to define transgender people out of the law.

I cannot stress enough how important it is for the younger crowd as well, who are already experiencing one of the toughest parts of their lives. There is no need to make it any more difficult for them, and that is the only thing you will accomplish by passing this bill. (see here https://www.thetrevorproject.org/survey-2020/?section=Suicide-Mental-Health)

In conclusion, this bill helps absolutely no one, and will only serve to punish and "other" an already marginalized community for no reason. Please do not pass this bill.