

House Human Services Committee
Jan 21st, 2025 HB 1181
Testimony in Opposition

Dear Chair Ruby and the members of the House Human Services Committee,

I urge a “Do Not Pass” on HB 1181.

1. This bill was tried in [2023 with 96 Testimony pieces against it](#). It was given a 0-7 Do Not Pass and failed chamber vote 4-43.
2. While very minor changes were made to HB 1181, including removing the penalty, the bill fails to prove merit to our state as the bill carrier can not identify a tangible problem from 2023 to 2025 that would have been solved had the previous bill passed.
3. This bill is in direct conflict with [2023's HB 1522](#) that says “Unless otherwise required by law, a government entity may not adopt a policy requiring or prohibiting: a. An employee's use of an individual's preferred pronoun when addressing or mentioning the individual in work-related communications; or b. The designation of an employee's preferred pronoun in work-related communications”
4. This bill compels speech in a way inconsistent with North Dakota Values. The heavy restrictions and government oversight clash with bills this session like [HB 1273](#), which prohibits any limitation of speech.

Chair Ruby, members of the House and Human Services Committee, I’m a suicide prevention advocate, a state researcher, and a life long North Dakotan who happens to find myself in Minnesota for just a short stay. My home will always be North Dakota, as I was born here and I will die here.

In these last two years I have taken a great deal of time to learn about everyone across our state, the many different beliefs we hold, and the value of conversation. I believe strongly that we are a live and let live state. I respect a person’s right to believe what they do about religion, sex, or gender. But I feel this bill is a micromanaging of our culture that does not live and let live the trans people of our state.

This was not a problem I’ve ever seen in the news, confessed by a person, or brought up by an administrator in all of my work tracking data. It wasn’t a problem in 2021, 2023, nor today or tomorrow. I recommend giving this a Do Not Pass.

Thank you for your time, consideration, and service to our state,
Faye Seidler