

**House Political Subdivisions Committee**  
**Jan 30th, 2025 HB 1273**  
**Neutral Testimony**

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Dear Chair Longmuir and the members of the House Political Subdivisions Committee,

I would urge some considerations with HB 1273, for unintended consequences.

1. **State Employee Disciplinary Actions** - I am not sure what could be punished from a state worker, regardless of how they conduct themselves, if it relates to their speech. They could call their bosses nasty things each morning, but would not firing them constitute an order that limited their speech?
2. **Conflicts with Anti-Trans Laws** - While I should take the win here, compelled speech is still compelled speech. Any law or order that compels someone to misgender a trans person would be violated by this law. I do, however, hope we can reflect on how bills like [HB 1181](#) enforce compelled speech in the same way many in our law making body complained that pro-trans inclusive efforts did. And we can return to a live and let live policy rather than over correcting in the other direction.
3. **Is Our Speech Limited?** - Last year around this time Representative Rios was arrested, with that [arrest making public news](#), segment for the story below:
  - a. “Rios, [arrested on Dec. 15 for DUI and test refusal](#), made a series of homophobic and racist comments toward the arresting officer during the more than hour-long traffic stop and booking process, which was captured on an officer-worn body camera.”

Representative Rios continues to serve our law making body. There doesn't seem to be much of any consequence for individuals to use language some may find disagreeable, even in regard to sexual orientation or race. I would oppose this bill, but there seems nothing of particular substance to even oppose and something on consideration would be dismissed.

I provide neutral testimony only in hopes these points are considered within the discussion, but I also encourage reading other testimony to see the impact this bill has on impacted community members and human rights agencies.

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