



OPPOSE HB 7/SB 148 So-called “Stop WOKE Act”

by Rep. Avila and Sen. Diaz

***The so-called Stop WOKE Act would censor honest conversations about Black history, LGBTQ history, and the root causes of injustice and discrimination in schools and workplaces.
This is censorship disguised as nondiscrimination.***

BUSINESS IMPACTS & FRIVOLOUS LITIGATION:

- This legislation threatens to eliminate training on diversity, equity, and implicit bias that are key to creating inclusive, respectful workplaces.
- Anyone alleging that they felt “discomfort” or “guilt” about such training or about education on racism, sexism, or unconscious bias could sue the employer or teacher, opening the floodgates for frivolous lawsuits difficult to disprove.
- It effectively creates double-jeopardy for businesses: legal liability if they don’t conduct training on issues like sexual harassment, and legal liability if they do conduct training on issues sexual harassment that make someone uncomfortable.
- The vague language in this legislation creates legal liability for teachers over basic classroom instruction to encourage critical thinking on challenging topics.

CENSORSHIP OF HONEST CONVERSATIONS:

- This bill gives the government broad censorship over honest conversations about our nation’s history and the root causes of injustice and discrimination. Teachers and employers should be free to have these tough conversations.
- It will have a chilling effect -- schools will be hesitant to create open dialogue about our country’s history of slavery, Jim Crow, the civil rights movement, LGBTQ history, and other subjects to avoid legal liability.
- In a state with one of the highest rates of murders of Black transgender women, we need more education and understanding, not less.

ASSAULT ON DIVERSITY, EQUITY, AND INCLUSION TRAINING:

- This bill flips the script – deeming non-discrimination trainings as a source of discrimination.
- Under this bill, employees could sue their employers for discrimination if
 - They claimed a feeling of “discomfort” during equity and inclusion training.
 - They claimed a feeling of “guilt” for being a man after attending sexual harassment training.
 - They claimed a feeling of anguish after attending a session on implicit bias.
 - They claimed a feeling of “psychological distress” after being taught about discrimination perpetrated against LGBTQ people by others.