

1 HOUSE BILL 501  
2 **57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025**  
3 INTRODUCED BY  
4 Rebecca Dow and Alan T. Martinez and Jonathan A. Henry  
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10 AN ACT

11 RELATING TO PUBLIC SCHOOL PERSONNEL; ENACTING A NEW SECTION OF  
12 THE SCHOOL PERSONNEL ACT TO REQUIRE SCHOOL EMPLOYEES TO REPORT  
13 TO A SCHOOL ADMINISTRATOR IF A STUDENT IS EXPERIENCING GENDER  
14 INCONGRUENCE AT SCHOOL AND REQUIRING NOTIFICATION TO THE  
15 STUDENT'S PARENT; DEFINING TERMS; ALLOWING A PARENT TO GIVE  
16 DIRECTION AND PERMISSION FOR THE DEVELOPMENT AND IMPLEMENTATION  
17 OF A RESPONSE PLAN.

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19 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

20 SECTION 1. A new section of the School Personnel Act is  
21 enacted to read:

22 "[NEW MATERIAL] STUDENTS EXPERIENCING GENDER  
23 INCONGRUENCE--PARENTAL NOTIFICATION--RESPONSE PLANS.--

24 A. As used in this section, "gender incongruence"  
25 means a difference between a person's biological sex and the

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1 person's perceived or desired sex or gender.

2 B. A school employee shall immediately report to a  
3 school administrator if a student:

4 (1) expresses to the school employee that the  
5 student is experiencing gender incongruence; or

6 (2) requests that the school employee  
7 participate in:

8 (a) social affirmation of the student's  
9 gender incongruence; or

10 (b) the student's transition to a sex or  
11 gender different from the student's biological sex while at  
12 school.

13 C. If a school administrator receives a report  
14 pursuant to Subsection B of this section or otherwise possesses  
15 information regarding a student's gender incongruence, the  
16 school administrator or the administrator's designee shall  
17 notify the student's parent.

18 D. When a school administrator or the  
19 administrator's designee notifies a parent about a student's  
20 gender incongruence, the administrator shall request the  
21 parent's direction and permission to develop and implement a  
22 response plan to address the student's gender incongruence,  
23 which shall be in writing and signed by the parent. A response  
24 plan shall include a provision for parental participation to  
25 the extent participation is requested by the parent. A

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1 response plan may provide for services and supports, including  
2 counseling for the student."

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