

The seal of the State of North Carolina, featuring a circular design with the text "THE GREAT SEAL OF THE STATE OF NORTH CAROLINA" around the perimeter. Inside the circle, there is a figure of a Native American holding a bow and arrow, and a date "APRIL 12, 1776" at the bottom.



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NORTH CAROLINA GENERAL ASSEMBLY

AMENDMENT

House Bill 171

ADOPTED

AMENDMENT NO. A1  
(to be filled in by  
Principal Clerk)

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(3) Alter the relationship between the State and an American Indian tribe which shall continue to enjoy all rights, privileges, and immunities as an American Indian tribe with a recognized tribal governing body carrying out and exercising substantial governmental duties and powers similar to the State, being recognized as eligible for the special programs and services provided by the United States to Indians because of their status as Indians.

(4) Apply to the North Carolina State Commission of Indian Affairs and Indian education services and positions.

(5) Prohibit the celebration of any holiday, observance, or remembrance.

(h) The provisions of this section are severable. If any provision of this section or its application is held invalid, that invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application."";

and on page 2, line 43, by rewriting the line to read:

"SECTION 1.1.(c) This section becomes effective July 1, 2026, and applies to acts or omissions occurring on or after that date. All State agencies shall develop forms, rules, and procedures to comply with the provisions of G.S. 126-14.7(f) as enacted by this act.

SECTION 1.2.(a) Article 10 of Chapter 143 of the General Statutes is amended by";

and on page 4, lines 22 – 35, by rewriting the lines to read:

"(k) An employee or a former employee of a State agency or unit of local government may bring a civil action for damages to the employee, or the former employee, resulting from violation of this section. Any person, who has been denied employment because of a violation of this section, may bring a civil action seeking injunctive or declaratory relief and the recovery of reasonable attorneys' fees and costs if the person prevails in the civil action. The action shall be brought in the county in which all or a substantial part of the acts or omissions giving rise to the action occurred. Any civil action brought pursuant to this subsection shall be subject to all of the following:

(1) Prior to the commencement of the civil action the person shall submit a written grievance to the State agency or unit of local government detailing the alleged violation of this section and the requested corrective action that the State agency or unit of local government is to take. The person shall not commence the civil action until the State agency or unit of local government has had an opportunity to respond to the grievance in accordance with subdivision (2) of this subsection.

(2) The State agency or unit of local government shall respond to the grievance within 20 calendar days, in either of the following ways:

a. Take the corrective action sought by the person. If the State agency or unit of local government takes this corrective action, the State agency or unit of local government shall not be liable in any civil action under this subsection.

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b. Refuse to take the requested corrective action and provide a written explanation why the State agency or unit of local government has not violated this section.

(3) If the State agency or unit of local government fails to respond to a written grievance in accordance with subdivision (2) of this subsection, the State agency or unit of local government shall not be entitled to any of the protections provided in that subdivision.

(l) The liability and penalty provisions contained in this section for violating its provisions are in addition to, and not in lieu of, liability under any other applicable provision of law or cause of action in consequence of the violation.

(m) The provisions of this section are severable. If any provision of this section or its application is held invalid, that invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application."

**SECTION 1.2.(b)** This section becomes effective July 1, 2026, and applies to acts or omissions occurring on or after that date. All State agencies and units of local government shall develop forms, rules, and procedures to comply with the provisions of G.S. 143-162.8(k) as enacted by this act.";

and on page 6, lines 1 – 2, by rewriting the lines to read:

**"SECTION 2.1.** Except as otherwise provided, this act becomes effective December 1, 2025, and applies to acts or omissions occurring on or after that date."

SIGNED \_\_\_\_\_  
Amendment Sponsor

SIGNED \_\_\_\_\_  
Committee Chair if Senate Committee Amendment

ADOPTED \_\_\_\_\_ FAILED \_\_\_\_\_ TABLED \_\_\_\_\_

The official copy of this document, with signatures  
and vote information, is available in the  
Senate Principal Clerk's Office