

2022 Regular Session

SENATE BILL NO. 499 (Substitute of Senate Bill No. 339 by Senator Barrow)

BY SENATOR BARROW

DISCRIMINATION. Prohibits race discrimination based on hairstyles. (8/1/22)

AN ACT

To amend and reenact R.S. 17:111(A) and to enact R.S. 23:332(I), relative to hairstyles; to recognize ethnic and natural hairstyles; to prohibit ethnic and natural hairstyles from being a barrier to certain economic opportunities; to provide for definitions; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. R.S. 17:111(A) is hereby amended and reenacted to read as follows:

§111. Discrimination in public schools prohibited; pupil assignment; religious educational institutions

A.~~(1)~~ No person shall be refused admission into, ~~or~~ be excluded from, **discriminated against in any form in** any public school in the state of Louisiana on account of race, creed, color, disability, as defined in R.S. 51:2232, or national origin.

(2) For the purpose of this Section, the term "race" shall include traits historically associated with race, including but not limited to hair texture and protective hairstyles. "Protective hairstyles" shall include but are not limited to natural hairstyles, such as braids, locs, and twists.

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Section 2. R.S. 23:332(I) is hereby enacted to read as follows:

§332. Intentional discrimination in employment

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(I) For purposes of this Section, the term "race" shall include traits historically associated with race, including but not limited to hair texture and protective hairstyles. "Protective hairstyles" shall include but are not limited to natural hairstyles, such as braids, locs, and twists.

Section 3. This Act shall be known and may be cited as the "Louisiana CROWN Act."

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Dawn Romero Watson.

DIGEST

SB 499 Engrossed

2022 Regular Session

Barrow

Present law provides that no person shall be refused admission into or be excluded from any public school in the state of La. based on race, creed, color, disability as defined in present law, or national origin.

Proposed law retains present law and additionally prohibits discrimination in any form based on race, creed, color, disability as defined in present law, or national origin.

Proposed law further provides that "race" shall include traits historically associated with race including but not limited to hair texture and protective hairstyles.

Present law provides that it shall be unlawful discrimination for an employer to engage in certain practices based on race, color, religion, sex, or national origin.

Proposed law retains present law and adds that for the purpose of proposed law, "race" shall include traits historically associated with race, including but not limited to hair texture and protective hairstyles.

Proposed law further provides that "protective hairstyles" include but are not limited to natural hairstyles, such as braids, locs, and twists.

Proposed law shall be known and may be cited as the "Louisiana CROWN Act".

(Amends R.S. 17:111(A); adds R.S. 23:332(I))