

2021 Regular Session

HOUSE BILL NO. 189

BY REPRESENTATIVE PHELPS

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

EMPLOYMENT/DISCRIMINATN: Prohibits race discrimination based on natural hairstyles

1 AN ACT

2 To enact R.S. 23:332(I), relative to employment; to prohibit discrimination in employment
3 based upon natural hairstyles; to provide for definitions; and to provide for related
4 matters.

5 Be it enacted by the Legislature of Louisiana:

6 Section 1. R.S. 23:332(I) is hereby enacted to read as follows:

7 §332. Intentional discrimination in employment

8 * * *

9 I. For the purpose of this Section, the term "race" shall include traits
10 historically associated with race, including but not limited to hair texture and
11 protective hairstyles. "Protective hairstyles" shall include but are not limited to
12 natural hairstyles, braids, dreadlocks, locs, and twists.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 189 Original

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Phelps

Abstract: Prohibits intentional discrimination in employment in regard to natural 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, braids, dreadlocks, locs, and twists.

(Adds R.S. 23:332(I))