

2021 Regular Session

SENATE BILL NO. 61

BY SENATORS CARTER, BARROW AND LUNEAU

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

DISCRIMINATION. Prohibits race discrimination based on natural hairstyles. (8/1/21)

1
2
3
4
5
6
7
8
9
10
11
12
13

AN ACT

To enact R.S. 23:332(I), relative to discrimination; to provide relative to discrimination in employment; to provide certain prohibitions relative to discrimination based upon hair texture or protective hairstyles; to provide for definitions; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

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

§332. Intentional discrimination in employment

* * *

(I) 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 not be limited to natural hairstyles, braids, locks, and twists.

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Jerry J. Guillot.

DIGEST

SB 61 Engrossed

2021 Regular Session

Carter

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

Proposed law retains present law and provides that race shall include traits historically associated with race, including but not limited to hair texture and protective hairstyles. Also provides that "protective hairstyles" includes but is not limited to, natural hairstyles, braids, locks, and twists.

Effective August 1, 2021.

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