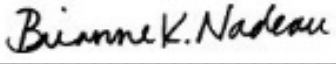




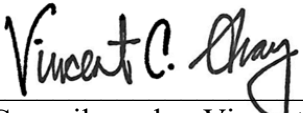
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Councilmember Elissa Silverman



Councilmember Brianne K. Nadeau



Councilmember Mary M. Cheh



Councilmember David Grosso


Councilmember Vincent C. Gray


Councilmember Robert C. White, Jr.



Councilmember Brandon T. Todd


Councilmember Anita Bonds


Councilmember Charles Allen


Councilmember Brooke Pinto


Councilmember Trayon White, Sr.


Councilmember Kenyan R. McDuffie

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend the Human Rights Act of 1977 to prohibit discrimination based on hair styles necessitated by, or resulting from, the immutable characteristics of a hair texture associated with race, including braids, cornrows, locks, afros, curls, twists, and knots.

46 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
47 act may be cited as the “Creating a Respectful and Open World for Natural Hair (CROWN) Act
48 of 2020”.

49 Sec. 2. Section 102 of the Human Rights Act of 1977, effective December 13, 1977 (D.C.
50 Law 2-38; D.C. Official Code § 2-1401.02 *et seq.*), is amended as follows:

51 (a) Paragraph (22) is amended by striking the phrase “including, but not limited to, hair
52 style and beards” and inserting the phrase “including, but not limited to, hair styles, protective
53 hair styles, and beards” in its place.

54 (b) A new paragraph (25A) is added to read as follows:

55 “(25A) “Protective hair style” means a hair style necessitated by, or resulting
56 from, the immutable characteristics of a hair texture associated with race, including braids,
57 cornrows, locks, afros, curls, twists, and knots.”.

58 Sec. 3. Fiscal impact statement.

59 The Council adopts the fiscal impact statement in the committee report as the fiscal
60 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
61 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

62 Sec. 4. Effective date.

63 This act shall take effect following approval by the Mayor (or in the event of veto by the
64 Mayor, action by Council to override the veto), a 30-day period of congressional review as
65 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
66 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
67 Columbia Register.