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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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SENATE BILL

No. 964 Session of  
2020

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INTRODUCED BY HUGHES, LEACH, KEARNEY, COSTA, STREET, MUTH,  
SCHWANK AND BREWSTER, SEPTEMBER 4, 2020

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REFERRED TO LABOR AND INDUSTRY, SEPTEMBER 4, 2020

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AN ACT

1 Amending the act of October 27, 1955 (P.L.744, No.222), entitled  
2 "An act prohibiting certain practices of discrimination  
3 because of race, color, religious creed, ancestry, age or  
4 national origin by employers, employment agencies, labor  
5 organizations and others as herein defined; creating the  
6 Pennsylvania Human Relations Commission in the Governor's  
7 Office; defining its functions, powers and duties; providing  
8 for procedure and enforcement; providing for formulation of  
9 an educational program to prevent prejudice; providing for  
10 judicial review and enforcement and imposing penalties,"  
11 further providing for definitions.

12 The General Assembly of the Commonwealth of Pennsylvania  
13 hereby enacts as follows:

14 Section 1. Section 4 of the act of October 27, 1955  
15 (P.L.744, No.222), known as the Pennsylvania Human Relations  
16 Act, is amended by adding clauses to read:

17 Section 4. Definitions.--As used in this act unless a  
18 different meaning clearly appears from the context:

19 \* \* \*

20 (bb) The term "race" includes, but is not limited to, traits  
21 historically associated with race, including, but not limited  
22 to, hair texture and protective hairstyles.

1        (cc) The term "protective hairstyle" includes, but is not  
2 limited to, such hairstyles as braids, twists, locks, cornrows,  
3 coils and extensions.

4        Section 2. This act shall take effect in 60 days.