

# Union Calendar No. 182

117<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 2116

**[Report No. 117-252, Part I]**

To prohibit discrimination based on an individual's texture or style of hair.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 19, 2021

Mrs. WATSON COLEMAN (for herself, Ms. LEE of California, Ms. PRESSLEY, Ms. OMAR, Ms. MOORE of Wisconsin, Mrs. BEATTY, Mrs. CAROLYN B. MALONEY of New York, Ms. BLUNT ROCHESTER, Mr. DANNY K. DAVIS of Illinois, Mrs. LAWRENCE, Mr. THOMPSON of Mississippi, Ms. WILSON of Florida, Mr. BROWN of Maryland, Ms. CLARKE of New York, Mrs. DEMINGS, Mr. EVANS, Ms. NORTON, Mr. BUTTERFIELD, Mr. ESPAILLAT, Ms. WILLIAMS of Georgia, Mr. HORSFORD, Ms. JOHNSON of Texas, Mr. CASTRO of Texas, Ms. KELLY of Illinois, Mr. PAYNE, Mr. KHANNA, Ms. BUSH, Mrs. HAYES, Mr. NADLER, Ms. STRICKLAND, and Mr. HASTINGS) introduced the following bill; which was referred to the Committee on the Judiciary, and in addition to the Committees on Education and Labor, and the Budget, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

FEBRUARY 25, 2022

Additional sponsors: Mr. COHEN, Mr. LAWSON of Florida, Mr. YARMUTH, Ms. ESHOO, Ms. WASSERMAN SCHULTZ, Ms. CLARK of Massachusetts, Mr. BOWMAN, Mr. KEATING, Ms. OCASIO-CORTEZ, Mr. TORRES of New York, Ms. ROSS, Mr. POCAN, Ms. SEWELL, Ms. BASS, Mr. RUSH, Mr. MEEKS, Ms. PLASKETT, Mr. PRICE of North Carolina, Mr. FOSTER, Ms. JACOBS of California, Ms. ADAMS, Mr. CARSON, Mr. GALLEG0, Mr. JEFFRIES, Ms. WATERS, Ms. JACKSON LEE, Mr. BACON, Mr. JONES, Mr. TRONE, Mr. CICILLINE, Mr. SCHRADER, Mr. BISHOP of Georgia, Mr. CLEAVER, Mr. VEASEY, Mr. ALLRED, Mrs. MCBATH, Mr. NEGUSE, Mr. MFUME, Ms. TLAIB, Ms. SCANLON, Ms. SCHAKOWSKY, Ms. CASTOR of Florida, Mr. JOHNSON of Georgia, Mr. GREEN of Texas, Mr. CARTER of Louisiana, Mr. BLUMENAUER, Mr. PASCRELL, Mr. CLYBURN, Mr. CÁRDENAS, Ms. UNDERWOOD, Mr. KILMER, Mr. CONNOLLY, Ms.

JAYAPAL, Mr. DESAULNIER, Ms. ESCOBAR, Mr. STANTON, Ms. LOIS FRANKEL of Florida, Mr. PALLONE, Mr. SEAN PATRICK MALONEY of New York, Mr. LARSON of Connecticut, Mr. LIEU, Mr. RYAN, Ms. GARCIA of Texas, Mr. MCGOVERN, Mr. RASKIN, Mr. QUIGLEY, Ms. MANNING, Ms. DEAN, Mr. BRENDAN F. BOYLE of Pennsylvania, Mr. TAKANO, Mr. CORREA, Mr. DEUTCH, Mr. SIRES, Mr. NORCROSS, Ms. SHERRILL, Ms. BONAMICI, Mr. COOPER, Ms. BROWN of Ohio, Ms. DELBENE, Ms. PINGREE, Mr. MALINOWSKI, Mr. KIM of New Jersey, Ms. BOURDEAUX, Mr. GARAMENDI, Mr. MCEACHIN, and Mrs. CHERFILUS-McCORMICK

FEBRUARY 25, 2022

Reported from the Committee on the Judiciary with an amendment

[Strike out all after the enacting clause and insert the part printed in italic]

FEBRUARY 25, 2022

Committees on Education and Labor and the Budget discharged; committed to the Committee of the Whole House on the State of the Union and ordered to be printed

[For text of introduced bill, see copy of bill as introduced on March 19, 2021]

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## **A BILL**

To prohibit discrimination based on an individual's texture or style of hair.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 *This Act may be cited as the “Creating a Respectful*  
5 *and Open World for Natural Hair Act of 2021” or the*  
6 *“CROWN Act of 2021”.*

7 **SEC. 2. FINDINGS; SENSE OF CONGRESS; PURPOSE.**

8 *(a) FINDINGS.—Congress finds the following:*

9 *(1) Throughout United States history, society*  
10 *has used (in conjunction with skin color) hair texture*  
11 *and hairstyle to classify individuals on the basis of*  
12 *race.*

13 *(2) Like one’s skin color, one’s hair has served as*  
14 *a basis of race and national origin discrimination.*

15 *(3) Racial and national origin discrimination*  
16 *can and do occur because of longstanding racial and*  
17 *national origin biases and stereotypes associated with*  
18 *hair texture and style.*

19 *(4) For example, routinely, people of African de-*  
20 *scendant are deprived of educational and employment op-*  
21 *portunities because they are adorned with natural or*  
22 *protective hairstyles in which hair is tightly coiled or*  
23 *tightly curled, or worn in locs, cornrows, twists,*  
24 *braids, Bantu knots, or Afros.*

1           (5) *Racial and national origin discrimination is*  
2 *reflected in school and workplace policies and prac-*  
3 *tices that bar natural or protective hairstyles com-*  
4 *monly worn by people of African descent.*

5           (6) *For example, as recently as 2018, the U.S.*  
6 *Armed Forces had grooming policies that barred nat-*  
7 *ural or protective hairstyles that servicemembers of*  
8 *African descent commonly wear and that described*  
9 *these hairstyles as “unkempt”.*

10          (7) *The U.S. Army also recognized that prohibi-*  
11 *tions against natural or protective hairstyles that Af-*  
12 *rican-American soldiers are commonly adorned with*  
13 *are racially discriminatory, harmful, and bear no re-*  
14 *lationship to African-American servicewomen’s occu-*  
15 *pational qualifications and their ability to serve and*  
16 *protect the Nation. As of February 2021, the U.S.*  
17 *Army removed minimum hair length requirements*  
18 *and lifted restrictions on any soldier wearing braids,*  
19 *twists, locs, and cornrows in order to promote*  
20 *inclusivity and accommodate the hair needs of sol-*  
21 *diers.*

22          (8) *As a type of racial or national origin dis-*  
23 *crimination, discrimination on the basis of natural*  
24 *or protective hairstyles that people of African descent*  
25 *are commonly adorned with violates existing Federal*

1        *law, including provisions of the Civil Rights Act of*  
2        *1964 (42 U.S.C. 2000e et seq.), section 1977 of the*  
3        *Revised Statutes (42 U.S.C. 1981), and the Fair*  
4        *Housing Act (42 U.S.C. 3601 et seq.). However, some*  
5        *Federal courts have misinterpreted Federal civil*  
6        *rights law by narrowly interpreting the meaning of*  
7        *race or national origin, and thereby permitting, for*  
8        *example, employers to discriminate against people of*  
9        *African descent who wear natural or protective hair-*  
10       *styles even though the employment policies involved*  
11       *are not related to workers' ability to perform their*  
12       *jobs.*

13                *(9) Applying this narrow interpretation of race*  
14        *or national origin has resulted in a lack of Federal*  
15        *civil rights protection for individuals who are dis-*  
16        *criminated against on the basis of characteristics that*  
17        *are commonly associated with race and national ori-*  
18        *gin.*

19                *(10) In 2019 and 2020, State legislatures and*  
20        *municipal bodies throughout the U.S. have introduced*  
21        *and passed legislation that rejects certain Federal*  
22        *courts' restrictive interpretation of race and national*  
23        *origin, and expressly classifies race and national ori-*  
24        *gin discrimination as inclusive of discrimination on*

1        *the basis of natural or protective hairstyles commonly*  
2        *associated with race and national origin.*

3        *(b) SENSE OF CONGRESS.—It is the sense of Congress*  
4        *that—*

5                *(1) the Federal Government should acknowledge*  
6                *that individuals who have hair texture or wear a*  
7                *hairstyle that is historically and contemporarily asso-*  
8                *ciated with African Americans or persons of African*  
9                *descent systematically suffer harmful discrimination*  
10               *in schools, workplaces, and other contexts based upon*  
11               *longstanding race and national origin stereotypes and*  
12               *biases;*

13               *(2) a clear and comprehensive law should ad-*  
14               *dress the systematic deprivation of educational, em-*  
15               *ployment, and other opportunities on the basis of hair*  
16               *texture and hairstyle that are commonly associated*  
17               *with race or national origin;*

18               *(3) clear, consistent, and enforceable legal stand-*  
19               *ards must be provided to redress the widespread*  
20               *incidences of race and national origin discrimination*  
21               *based upon hair texture and hairstyle in schools,*  
22               *workplaces, housing, federally funded institutions,*  
23               *and other contexts;*

24               *(4) it is necessary to prevent educational, em-*  
25               *ployment, and other decisions, practices, and policies*

1       *generated by or reflecting negative biases and stereo-*  
2       *types related to race or national origin;*

3               *(5) the Federal Government must play a key role*  
4       *in enforcing Federal civil rights laws in a way that*  
5       *secures equal educational, employment, and other op-*  
6       *portunities for all individuals regardless of their race*  
7       *or national origin;*

8               *(6) the Federal Government must play a central*  
9       *role in enforcing the standards established under this*  
10       *Act on behalf of individuals who suffer race or na-*  
11       *tional origin discrimination based upon hair texture*  
12       *and hairstyle;*

13               *(7) it is necessary to prohibit and provide rem-*  
14       *edies for the harms suffered as a result of race or na-*  
15       *tional origin discrimination on the basis of hair tex-*  
16       *ture and hairstyle; and*

17               *(8) it is necessary to mandate that school, work-*  
18       *place, and other applicable standards be applied in a*  
19       *nondiscriminatory manner and to explicitly prohibit*  
20       *the adoption or implementation of grooming require-*  
21       *ments that disproportionately impact people of Afri-*  
22       *can descent.*

23       *(c) PURPOSE.—The purpose of this Act is to institute*  
24       *definitions of race and national origin for Federal civil*  
25       *rights laws that effectuate the comprehensive scope of protec-*

1 *tion Congress intended to be afforded by such laws and Con-*  
2 *gress' objective to eliminate race and national origin dis-*  
3 *crimination in the United States.*

4 **SEC. 3. FEDERALLY ASSISTED PROGRAMS.**

5 *(a) IN GENERAL.—No individual in the United States*  
6 *shall be excluded from participation in, be denied the bene-*  
7 *fits of, or be subjected to discrimination under, any pro-*  
8 *gram or activity receiving Federal financial assistance,*  
9 *based on the individual's hair texture or hairstyle, if that*  
10 *hair texture or that hairstyle is commonly associated with*  
11 *a particular race or national origin (including a hairstyle*  
12 *in which hair is tightly coiled or tightly curled, locs, corn-*  
13 *rows, twists, braids, Bantu knots, and Afros).*

14 *(b) ENFORCEMENT.—Subsection (a) shall be enforced*  
15 *in the same manner and by the same means, including with*  
16 *the same jurisdiction, as if such subsection was incor-*  
17 *porated in title VI of the Civil Rights Act of 1964 (42*  
18 *U.S.C. 2000d et seq.), and as if a violation of subsection*  
19 *(a) was treated as if it was a violation of section 601 of*  
20 *such Act (42 U.S.C. 2000d).*

21 *(c) DEFINITIONS.—In this section—*

22 *(1) the term “program or activity” has the*  
23 *meaning given the term in section 606 of the Civil*  
24 *Rights Act of 1964 (42 U.S.C. 2000d–4a); and*



1           (2) *the terms “race” and “national origin”*  
2           *mean, respectively, “race” within the meaning of the*  
3           *term in section 601 of that Act (42 U.S.C. 2000d)*  
4           *and “national origin” within the meaning of the term*  
5           *in that section 601.*

6 **SEC. 4. HOUSING PROGRAMS.**

7           (a) *IN GENERAL.*—*No person in the United States*  
8           *shall be subjected to a discriminatory housing practice*  
9           *based on the person’s hair texture or hairstyle, if that hair*  
10           *texture or that hairstyle is commonly associated with a par-*  
11           *ticular race or national origin (including a hairstyle in*  
12           *which hair is tightly coiled or tightly curled, locs, cornrows,*  
13           *twists, braids, Bantu knots, and Afros).*

14           (b) *ENFORCEMENT.*—*Subsection (a) shall be enforced*  
15           *in the same manner and by the same means, including with*  
16           *the same jurisdiction, as if such subsection was incor-*  
17           *porated in the Fair Housing Act (42 U.S.C. 3601 et seq.),*  
18           *and as if a violation of subsection (a) was treated as if*  
19           *it was a discriminatory housing practice.*

20           (c) *DEFINITION.*—*In this section—*

21           (1) *the terms “discriminatory housing practice”*  
22           *and “person” have the meanings given the terms in*  
23           *section 802 of the Fair Housing Act (42 U.S.C.*  
24           *3602); and*

1           (2) *the terms “race” and “national origin”*  
2           *mean, respectively, “race” within the meaning of the*  
3           *term in section 804 of that Act (42 U.S.C. 3604) and*  
4           *“national origin” within the meaning of the term in*  
5           *that section 804.*

6 **SEC. 5. PUBLIC ACCOMMODATIONS.**

7           (a) *IN GENERAL.*—*No person in the United States*  
8           *shall be subjected to a practice prohibited under section 201,*  
9           *202, or 203 of the Civil Rights Act of 1964 (42 U.S.C. 2000a*  
10           *et seq.), based on the person’s hair texture or hairstyle, if*  
11           *that hair texture or that hairstyle is commonly associated*  
12           *with a particular race or national origin (including a hair-*  
13           *style in which hair is tightly coiled or tightly curled, locs,*  
14           *cornrows, twists, braids, Bantu knots, and Afros).*

15           (b) *ENFORCEMENT.*—*Subsection (a) shall be enforced*  
16           *in the same manner and by the same means, including with*  
17           *the same jurisdiction, as if such subsection was incor-*  
18           *porated in title II of the Civil Rights Act of 1964, and as*  
19           *if a violation of subsection (a) was treated as if it was a*  
20           *violation of section 201, 202, or 203, as appropriate, of such*  
21           *Act.*

22           (c) *DEFINITION.*—*In this section, the terms “race” and*  
23           *“national origin” mean, respectively, “race” within the*  
24           *meaning of the term in section 201 of that Act (42 U.S.C.*

1 2000e) and “national origin” within the meaning of the  
2 term in that section 201.

3 **SEC. 6. EMPLOYMENT.**

4 (a) *PROHIBITION.*—It shall be an unlawful employ-  
5 ment practice for an employer, employment agency, labor  
6 organization, or joint labor-management committee control-  
7 ling apprenticeship or other training or retraining (includ-  
8 ing on-the-job training programs) to fail or refuse to hire  
9 or to discharge any individual, or otherwise to discriminate  
10 against an individual, based on the individual’s hair tex-  
11 ture or hairstyle, if that hair texture or that hairstyle is  
12 commonly associated with a particular race or national or-  
13 igin (including a hairstyle in which hair is tightly coiled  
14 or tightly curled, locs, cornrows, twists, braids, Bantu knots,  
15 and Afros).

16 (b) *ENFORCEMENT.*—Subsection (a) shall be enforced  
17 in the same manner and by the same means, including with  
18 the same jurisdiction, as if such subsection was incor-  
19 porated in title VII of the Civil Rights Act of 1964 (42  
20 U.S.C. 2000e et seq.), and as if a violation of subsection  
21 (a) was treated as if it was a violation of section 703 or  
22 704, as appropriate, of such Act (42 U.S.C. 2000e–2,  
23 2000e–3).

24 (c) *DEFINITIONS.*—In this section the terms “person”,  
25 “race”, and “national origin” have the meanings given the

1 *terms in section 701 of the Civil Rights Act of 1964 (42*  
2 *U.S.C. 2000e).*

3 **SEC. 7. EQUAL RIGHTS UNDER THE LAW.**

4       (a) *IN GENERAL.*—No person in the United States  
5 shall be subjected to a practice prohibited under section  
6 1977 of the Revised Statutes (42 U.S.C. 1981), based on  
7 the person’s hair texture or hairstyle, if that hair texture  
8 or that hairstyle is commonly associated with a particular  
9 race or national origin (including a hairstyle in which hair  
10 is tightly coiled or tightly curled, locs, cornrows, twists,  
11 braids, Bantu knots, and Afros).

12       (b) *ENFORCEMENT.*—Subsection (a) shall be enforced  
13 in the same manner and by the same means, including with  
14 the same jurisdiction, as if such subsection was incor-  
15 porated in section 1977 of the Revised Statutes, and as if  
16 a violation of subsection (a) was treated as if it was a viola-  
17 tion of that section 1977.

18 **SEC. 8. RULE OF CONSTRUCTION.**

19       Nothing in this Act shall be construed to limit defini-  
20 tions of race or national origin under the Civil Rights Act  
21 of 1964 (42 U.S.C. 2000a et seq.), the Fair Housing Act  
22 (42 U.S.C. 3601 et seq.), or section 1977 of the Revised Stat-  
23 utes (42 U.S.C. 1981).

1 **SEC. 9. DETERMINATION OF BUDGETARY EFFECTS.**

2       *The budgetary effects of this Act, for the purpose of*  
3 *complying with the Statutory Pay-As-You-Go Act of 2010,*  
4 *shall be determined by reference to the latest statement titled*  
5 *“Budgetary Effects of PAYGO Legislation” for this Act,*  
6 *submitted for printing in the Congressional Record by the*  
7 *Chairman of the House Budget Committee, provided that*  
8 *such statement has been submitted prior to the vote on pas-*  
9 *sage.*

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