

1 H.363

2 Introduced by Representatives Christie of Hartford, Mrowicki of Putney,
3 Berbeco of Winooski, Burrows of West Windsor, Cina of
4 Burlington, Cole of Hartford, Farlice-Rubio of Barnet, LaMont
5 of Morristown, and Mulvaney-Stanak of Burlington

6 Referred to Committee on

7 Date:

8 Subject: Labor; commerce and trade; fair employment practices; public
9 accommodations; housing; discrimination; hair

10 Statement of purpose of bill as introduced: This bill proposes to prohibit
11 discrimination based on hair types and styles associated with a particular race.

12 An act relating to prohibiting discrimination based on certain hair types and
13 styles

14 It is hereby enacted by the General Assembly of the State of Vermont:

15 ~~Sec. 1. 9 V.S.A. § 4501 is amended to read:~~

16 § 4501. DEFINITIONS

17 As used in this chapter:

18

1 ~~(12) “Race” includes traits associated with or perceived to be associated~~
2 ~~with race, including hair type, hair texture, and hair styles, including afros,~~
3 ~~braids, locks, and twists.~~

4 Sec. 2. 21 V.S.A. § 495d is amended to read:

5 § 495d. DEFINITIONS

6 As used in this subchapter:

7 * * *

8 ~~(16) “Race” includes traits associated with or perceived to be associated~~
9 ~~with race, including hair type, hair texture, and hair styles, including afros,~~
10 ~~braids, locks, and twists.~~

11 Sec. 3. EFFECTIVE DATE

12 ~~This act shall take effect on July 1, 2023.~~

Sec. 1. 9 V.S.A. § 4501 is amended to read:

§ 4501. DEFINITIONS

As used in this chapter:

** * **

(13) “Race” includes traits associated with or perceived to be
associated with race, including hair type, hair texture, hairstyles, and
protective hairstyles. As used in this subdivision, the term “protective
hairstyles” includes hairstyles such as individual braids, cornrows, locs,

twists, Bantu knots, afros, afro puffs, and other formations, as well as wigs, headwraps, and other head coverings.

Sec. 2. 21 V.S.A. § 495d is amended to read:

§ 495d. DEFINITIONS

As used in this subchapter:

* * *

(17) “Race” includes traits associated with or perceived to be associated with race, including hair type, hair texture, hairstyles, and protective hairstyles. As used in this subdivision, the term “protective hairstyles” includes hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, afro puffs, and other formations, as well as wigs, headwraps, and other head coverings.

Sec. 3. EFFECTIVE DATE

This act shall take effect on July 1, 2024.