**SECTION: HARASSMENT, DISCRIMINATION & RETALIATION PREVENTION**

**POLICY:** Racial Discrimination Based on Hair **EFFECTIVE DATE:** insert date adopted

Texture or Hairstyle (Crown Act)

**STATEMENT OF PURPOSE:**

The Crown Act (Creating a Respectful and Open Workplace for Natural Hair) was incorporated into Texas law on May 27, 2023. This law bans racial discrimination based on hair texture or hairstyle in schools, employment, and housing.

The City will not discriminate against anyone because of their hair texture or hairstyle, commonly or historically associated with race, in employment, educational institutions and the housing sector. Specifically,

1. With regard to employment, it amends Chapter 21 of the Texas Labor Code by adding section 21.1095, which prohibits employers from discriminating against employees based on hair texture or protective hairstyles commonly or historically associated with race.
2. It also applies to dress codes, grooming policies, and housing.
3. The City prohibits any retaliation, harassment, or adverse action due to an individual’s protected hairstyle under this policy or for reporting or participating in an investigation of unlawful discrimination under this policy.

**DEFINITIONS:**

Examples of protected hairstyles include:

1. Afros
2. Bantu knots
3. Braids
4. Cornrows
5. Curls
6. Locs
7. Twists
8. Hair that is tightly coiled or tightly curled

**APPLICABILITY:**

This policy applies to all applicants for employment as well as all employees of the City.

**PROCEDURES:**

Please refer to Section H of the City’s Nondiscrimination/Anti-Harassment Policy and Complaint Procedure.