

State of Arkansas  
94th General Assembly  
Regular Session, 2023

# A Bill

HOUSE BILL 1576

By: Representative Scott  
By: Senator B. Davis

## For An Act To Be Entitled

AN ACT TO ESTABLISH THE CREATING A RESPECTFUL AND  
OPEN WORLD FOR NATURAL HAIR (CROWN) ACT; TO PROHIBIT  
DISCRIMINATION BASED UPON NATURAL, PROTECTIVE, OR  
CULTURAL HAIRSTYLE IN THE WORKPLACE, IN PUBLIC  
SCHOOLS, AND IN STATE-SUPPORTED TWO-YEAR OR FOUR-YEAR  
INSTITUTIONS OF HIGHER EDUCATION; TO ADD DEFINITIONS  
TO THE ARKANSAS CIVIL RIGHTS ACT OF 1993; AND FOR  
OTHER PURPOSES.

## Subtitle

TO ESTABLISH THE CREATING A RESPECTFUL  
AND OPEN WORLD FOR NATURAL HAIR (CROWN)  
ACT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. DO NOT CODIFY. Title.

This act shall be known and may be cited as the "Creating a Respectful  
and Open World for Natural Hair (CROWN) Act".

SECTION 2. Arkansas Code Title 11, Chapter 5, is amended to add an  
additional subchapter to read as follows:

Subchapter 6 – Discrimination Based on Natural Hair Prohibited  
11-5-601. Definition.

As used in this subchapter, "natural, protective, or cultural  
hairstyle" includes without limitation afros, dreadlocks, twists, locs,



braids, cornrow braids, Bantu knots, curls, and hair styled to protect hair texture or for cultural significance.

11-5-602. Discrimination prohibited.

(a) An employer, employment agency, labor organization, or other employment entity shall not discriminate against an individual based upon the individual's natural, protective, or cultural hairstyle.

(b) The remedies and procedures available under the Arkansas Civil Rights Act of 1993, § 16-123-101 et seq. are available to aggrieved persons for a violation of this section.

SECTION 3. Arkansas Code Title 6, Chapter 10, is amended to add an additional section to read as follows:

6-10-137. Discrimination based on natural, protective, or cultural hairstyle in public schools prohibited - Definition.

(a) As used in this section, "natural, protective, or cultural hairstyle" includes without limitation afros, dreadlocks, twists, locs, braids, cornrow braids, Bantu knots, curls, and hair styled to protect hair texture or for cultural significance.

(b) A school district administrator, board member, teacher, or other employee shall not discriminate against a student based upon the student's natural, protective, or cultural hairstyle.

SECTION 4. Arkansas Code Title 6, Chapter 61, Subchapter 1, is amended to add an additional section to read as follows:

6-61-142. Discrimination based on natural, protective, or cultural hairstyle in higher education prohibited - Definition.

(a) As used in this section, "natural, protective, or cultural hairstyle" includes without limitation afros, dreadlocks, twists, locs, braids, cornrow braids, Bantu knots, curls, and hair styled to protect hair texture or for cultural significance.

(b) A state-supported two-year or four-year institution of higher education shall not discriminate against a student based upon the student's natural, protective, or cultural hairstyle.

SECTION 5. Arkansas Code § 16-123-102, concerning definitions within

1 the Arkansas Civil Rights Act of 1993, is amended to add additional  
2 subdivisions to read as follows:

3 (9) "Because of national origin" includes without limitation on  
4 account of a natural, protective, or cultural hairstyle;

5 (10) "Because of race" includes without limitation on account of  
6 a natural, protective, or cultural hairstyle;

7 (11) "Ethnic animosity" includes without limitation on account  
8 of a natural, protective, or cultural hairstyle;

9 (12) "Natural, protective, or cultural hairstyle" includes  
10 without limitation afros, dreadlocks, twists, locs, braids, cornrow braids,  
11 Bantu knots, curls, and hair styled to protect hair texture or for cultural  
12 significance; and

13 (13) "Racial animosity" includes without limitation on account  
14 of a natural, protective, or cultural hairstyle.