1 2	State of Arkansas  94th General Assembly	A Bill		
3	Regular Session, 2023		HOUSE BILL 1576	
4	110 garan 2 0001011, 2020		110 0 2 2 2 1 2 1 0 7 0	
5	By: Representative Scott			
6	By: Senator B. Davis			
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8		For An Act To Be Entitled		
9	AN ACT TO ESTABLISH THE CREATING A RESPECTFUL AND			
10	OPEN WORLD	FOR NATURAL HAIR (CROWN) ACT; TO PRO	HIBIT	
11	DISCRIMINA	TION BASED UPON NATURAL, PROTECTIVE,	OR	
12	CULTURAL H	MAIRSTYLE IN THE WORKPLACE, IN PUBLIC		
13	SCHOOLS, A	ND IN STATE-SUPPORTED TWO-YEAR OR FOU	JR-YEAR	
14	INSTITUTIO	ONS OF HIGHER EDUCATION; TO ADD DEFINI	TIONS	
15	TO THE ARK	ANSAS CIVIL RIGHTS ACT OF 1993; AND F	FOR	
16	OTHER PURP	POSES.		
17				
18				
19		Subtitle		
20	TO ES	STABLISH THE CREATING A RESPECTFUL		
21	AND (	OPEN WORLD FOR NATURAL HAIR (CROWN)		
22	ACT.			
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24				
25	BE IT ENACTED BY THE G	ENERAL ASSEMBLY OF THE STATE OF ARKAN	ISAS:	
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27	SECTION 1. DO N	OT CODIFY. <u>Title.</u>		
28	This act shall b	This act shall be known and may be cited as the "Creating a Respectful		
29	and Open World for Nat	cural Hair (CROWN) Act".		
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31	SECTION 2. Arka	nsas Code Title 11, Chapter 5, is ame	ended to add an	
32	additional subchapter to read as follows:			
33	Subchapter 6 - Discrimination Based on Natural Hair Prohibited			
34	11-5-601. Definition.			
35	As used in this subchapter, "natural, protective, or cultural			
36	hairstyle" includes wi	thout limitation afros, dreadlocks, t	wists, locs,	

2	texture or for cultural significance.
3	
4	11-5-602. Discrimination prohibited.
5	(a) An employer, employment agency, labor organization, or other
6	employment entity shall not discriminate against an individual based upon the
7	individual's natural, protective, or cultural hairstyle.
8	(b) The remedies and procedures available under the Arkansas Civil
9	Rights Act of 1993, § 16-123-101 et seq. are available to aggrieved persons
10	for a violation of this section.
11	
12	SECTION 3. Arkansas Code Title 6, Chapter 10, is amended to add an
13	additional section to read as follows:
14	6-10-137. Discrimination based on natural, protective, or cultural
15	hairstyle in public schools prohibited - Definition.
16	(a) As used in this section, "natural, protective, or cultural
17	hairstyle" includes without limitation afros, dreadlocks, twists, locs,
18	braids, cornrow braids, Bantu knots, curls, and hair styled to protect hair
19	texture or for cultural significance.
20	(b) A school district administrator, board member, teacher, or other
21	employee shall not discriminate against a student based upon the student's
22	natural, protective, or cultural hairstyle.
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24	SECTION 4. Arkansas Code Title 6, Chapter 61, Subchapter 1, is amended
25	to add an additional section to read as follows:
26	6-61-142. Discrimination based on natural, protective, or cultural
27	hairstyle in higher education prohibited - Definition.
28	(a) As used in this section, "natural, protective, or cultural
29	hairstyle" includes without limitation afros, dreadlocks, twists, locs,
30	braids, cornrow braids, Bantu knots, curls, and hair styled to protect hair
31	texture or for cultural significance.
32	(b) A state-supported two-year or four-year institution of higher
33	education shall not discriminate against a student based upon the student's
34	natural, protective, or cultural hairstyle.
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36	SECTION 5 Arkaneae Code & 16-123-102 concerning definitions within

1 braids, cornrow braids, Bantu knots, curls, and hair styled to protect hair

T	the Arkansas Civil Rights Act of 1995, 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.		
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