

Stricken language would be deleted from and underlined language would be added to present law.

State of Arkansas  
93rd General Assembly  
Regular Session, 2021

# A Bill

HOUSE BILL 1871

By: Representatives Scott, Richardson, V. Flowers, M. Hodges, Murdock, F. Allen, Love, Nicks,  
Fielding, K. Ferguson, Ennett, Springer  
By: Senators Elliott, L. Chesterfield

## 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 RACE IN THE WORKPLACE, IN PUBLIC SCHOOLS, AND IN STATE-SUPPORTED TWO-YEAR OR FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION; TO INCLUDE HAIR TEXTURE AND PROTECTIVE HAIRSTYLES IN THE DEFINITION OF "RACE"; 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. Arkansas Code Title 11, Chapter 1, is amended to add an additional subchapter to read as follows:

Subchapter 3 – Creating a Respectful and Open World for Natural Hair (CROWN)

Act

11-1-301. Title.

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



11-1-302. Nondiscrimination based upon race – Definition.

(a) As used in this section, "protective hairstyle" includes without limitation Afros, braids, locks, and twists.

(b) An employer, employment agency, labor organization, or other employment entity shall not discriminate against an individual based upon a trait that is associated or perceived to be associated with race, including without limitation an individual's hair texture or protective hairstyle.

SECTION 2. Arkansas Code Title 6, Chapter 10, is amended to add an additional section to read as follows:

6-10-135. Nondiscrimination based upon race – Definition.

(a) As used in this section, "protective hairstyle" includes without limitation Afros, braids, locks, and twists.

(b) A school district administrator, board member, teacher, or employee shall not discriminate against a student based upon a trait that is associated or perceived to be associated with race, including without limitation a student's hair texture or protective hairstyle.

SECTION 3. Arkansas Code Title 6, Chapter 61, Subchapter 1, is amended to add an additional section to read as follows:

6-61-142. Nondiscrimination based upon race - Definition.

(a) As used in this section, "protective hairstyle" includes without limitation Afros, braids, locks, and twists.

(b) A state-supported two-year or four-year institution of higher education shall not discriminate against a student based upon a trait that is associated or perceived to be associated with race, including without limitation a student's hair texture or protective hairstyle.

SECTION 4. Arkansas Code § 16-123-102, concerning definitions within the Arkansas Civil Rights Act of 1993, is amended to add additional subdivisions to read as follows:

(9) "Protective hairstyle" includes without limitation Afros, braids, locks, and twists; and

(10) "Race" includes without limitation traits that are associated or perceived to be associated with race, including without limitation hair texture or protective hairstyle.