

By: Representatives Paden, Hines, Johnson,  
Bailey

To: Judiciary B; Workforce  
Development

## HOUSE BILL NO. 1189

1 AN ACT TO CREATE THE "CREATE A RESPECTFUL AND OPEN WORKPLACE  
2 FOR NATURAL (CROWN) HAIR ACT"; TO PROHIBIT CREATION OF WORKPLACE  
3 AND SCHOOL POLICES THAT DISCRIMINATE ON THE BASIS OF NATURAL  
4 HAIRSTYLES; TO PROHIBIT DISCRIMINATION BY AN EMPLOYER, SCHOOL,  
5 SCHOOL DISTRICT OR ADMINISTRATOR ENGAGED IN COMMERCE ON THE BASIS  
6 OF HAIR TEXTURE; TO PROHIBIT TERMINATION, REDUCTION OF WORK HOURS,  
7 OR PAYING A REDUCED SALARY OR WAGE OR EXPULSION OR DISMISSAL BASED  
8 ON HAIR TEXTURE; TO PROVIDE THE REMEDIES FOR ANY PERSON WHO IS  
9 AGGRIEVED BY VIOLATION OF THIS ACT; AND FOR RELATED PURPOSES.

10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

11 **SECTION 1.** This act shall be known and may be cited as the  
12 "Create A Respectful And Open Workplace For Natural (CROWN) Hair  
13 Act."

14 **SECTION 2.** The Mississippi Legislature finds:

15 (a) That discrimination based on "natural hairstyles"  
16 exists in industries engaged in commerce or in the production of  
17 goods for commerce, schools throughout the United States and  
18 society as a whole:

19 (b) Such differentials depresses the wages, living  
20 standards, quality of education and quality of life for employees  
21 and students of color, and such depression has a negative impact



on their health and efficiency and drop-out rate, thereby increasing the poverty rate in Mississippi;

(c) That workplace, school and any policies and dress codes that restrict natural hairstyles, including but not limited to afros, braids, twists and locks have a disparate impact on African Americans, Latinas and other ethnic groups;

(d) That hair texture has historically been one of the many determining factors of race; and

(e) That acting in accordance with the constitutional values of fairness, equity and opportunity for all requires the Legislature to ban any policies that discriminate or treat any person unfairly in any manner.

**SECTION 3.** (1) No employer, school, school district or administrator may create a dress code or policy that prohibits natural hair from being worn in the workplace during workplace hours, school hours or during workplace or school events. For purposes of this act, the term "natural hair" means afros, braids, twists, locks and any similar hairstyle.

(2) No employer, school, school district or administrator shall discriminate in any manner against any person by paying a salary or wage, refusing to provide a salary or wage increase, deny a promotion or other employment opportunity, or expel or in any manner discipline a student or employee on the basis of any natural hairstyle worn by the person. For employers, when comparing an employee who does not wear natural hair if such



employees are performing equal work on jobs that require equal skill, effort and responsibility to perform, and which are performed under similar working conditions, except where such decision is made pursuant to:

(a) A seniority system; however, time spent on leave due to a pregnancy-related condition and parental, family and medical leave, shall not reduce the seniority-level of an employee;

(b) A merit system;

(c) A system which measures earnings by quantity or quality of production; or

(d) A differential based on any bona fide factor other than hairstyles, if the factor:

(i) Is job-related with respect to the position and necessary for the business; and

(ii) Accounts for the entire differential.

An employer who is paying a wage rate differential in violation of this subsection shall not, in order to comply with the provisions of this subsection, reduce the wage rate of any other employee.

(3) For purposes of administration and enforcement of this act, any amounts owed to an employee that have been withheld in violation of this act shall be deemed to be unpaid minimum wages or unpaid compensation.



71           (4) It shall be an unlawful practice for an employer,  
72 school, school district or administrator to retaliate or in any  
73 other manner discriminate against any person because that person  
74 has opposed a practice made unlawful by this act or because that  
75 person has made a charge, filed a complaint, or instituted or  
76 caused to be instituted any investigation, proceeding, hearing, or  
77 action under or related to this act, including an investigation  
78 conducted by the employer, or has testified or is planning to  
79 testify, or has assisted, or participated in any manner in any  
80 such investigation, proceeding, or hearing under this act.

81           (5) (a) A civil action asserting a violation of this act  
82 may be maintained against any employer, school, school district or  
83 administrator in any court of competent jurisdiction by any one  
84 (1) or more employees for or on behalf of the employee, a group of  
85 employees, and other employees similarly situated. Any such  
86 action shall commence no later than two (2) years after the  
87 discriminatory practice declared unlawful by this act has  
88 occurred. A discriminatory practice occurs when a discriminatory  
89 compensation decision or other practice is adopted, when an  
90 employee is subjected to a discriminatory compensation decision or  
91 other practice, or when an employee is affected by the application  
92 of a discriminatory compensation decision or other practice,  
93 including each time wages, benefits, or other compensation is paid  
94 based on the discriminatory compensation decision or other  
95 practice.



96                   (b) If an employer, school, school district or  
97 administrator is found in violation of this act, the aggrieved  
98 person may recover in a civil action the amount of their unpaid  
99 wages; liquidated damages; compensatory damages; punitive damages  
100 as may be appropriate, where such person demonstrates that the  
101 employer, school, school district or administrator acted with  
102 malice or reckless indifference; other equitable relief as may be  
103 appropriate; and the costs of the action and reasonable attorney's  
104 fees.

105           **SECTION 4.** This act shall take effect and be in force from  
106 and after its passage.

