

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2021

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HOUSE BILL 170

Short Title: North Carolina CROWN Act. (Public)

Sponsors: Representatives K. Smith, Logan, Alston, and A. Baker (Primary Sponsors).  
*For a complete list of sponsors, refer to the North Carolina General Assembly web site.*

Referred to: Judiciary 2, if favorable, Rules, Calendar, and Operations of the House

March 1, 2021

A BILL TO BE ENTITLED

AN ACT TO ENACT THE NORTH CAROLINA CROWN ACT TO CREATE A  
RESPECTFUL AND OPEN WORLD FOR NATURAL HAIR.

The General Assembly of North Carolina enacts:

**SECTION 1.** This act shall be known and may be cited as the "North Carolina  
CROWN Act."

**SECTION 2.** Article 3 of Chapter 95 of the General Statutes is amended by adding  
a new section to read:

**"§ 95-28.1B. Discrimination against persons based on traits historically associated with  
race, hair texture, or hairstyle prohibited.**

(a) No person, firm, corporation, unincorporated association, State agency, unit of local  
government, or any public or private entity shall deny or refuse employment to any person or  
discharge any person from employment because of traits historically associated with race or on  
account of the person's hair texture or protective hairstyles.

(b) The following definitions apply in this section:

(1) Protective hairstyles. – Includes, but is not limited to, such hairstyles as bantu  
knots, braids, locks, and twists.

(2) Race. – Includes traits historically associated with race, including, but not  
limited to, hair texture, hair type, and protective hairstyles.

(c) This section shall not be construed to prevent the person from being discharged for  
cause."

**SECTION 3.** This act is effective when it becomes law.

