

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2021

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SENATE BILL 165*

Short Title: North Carolina CROWN Act. (Public)

Sponsors: Senators Murdock, Salvador, and Foushee (Primary Sponsors).

Referred to: Rules and Operations of the Senate

March 1, 2021

1 A BILL TO BE ENTITLED
2 AN ACT TO ENACT THE NORTH CAROLINA CROWN ACT TO CREATE A
3 RESPECTFUL AND OPEN WORLD FOR NATURAL HAIR.

4 The General Assembly of North Carolina enacts:

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

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

9 **"§ 95-28.1B. Discrimination against persons based on traits historically associated with
10 race, hair texture, or hairstyle prohibited.**

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

15 (b) The following definitions apply in this section:

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

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

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

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

