**An Act To Prohibit Discrimination in Employment and School Based on Hair Texture or Hairstyle**

**Be it enacted by the People of the State of Maine as follows:**

**Sec.** **1. 5 MRSA §4553, sub-§8-G** is enacted to read:

**8-G.** **Protective hairstyle.**  "Protective hairstyle" includes braids, twists and locks.

**Sec.** **2. 5 MRSA §4553, sub-§8-H** is enacted to read:

**8-H.** **Race, for purposes of subchapters 3 and 5-B.**  "Race," for the purposes of subchapters 3 and 5-B, includes traits associated with race, including hair texture, Afro hairstyles and protective hairstyles.

**SUMMARY**

This bill amends the Maine Human Rights Act to prohibit discrimination in employment and education based on hair texture or hairstyle. The bill provides that use of the term "race" includes traits that are associated with race, including hair texture, Afro hairstyles and protective hairstyles. "Protective hairstyles" includes braids, twists and locks. The text is based on language adopted in Maryland and referred to as the CROWN Act, which is an acronym for Creating a Respectful and Open World for Natural Hair.