

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2023

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HOUSE BILL 143

Short Title: North Carolina CROWN Act. (Public)

Sponsors: Representatives A. Baker, Logan, Price, and Staton-Williams (Primary Sponsors).

For a complete list of sponsors, refer to the North Carolina General Assembly web site.

Referred to: Rules, Calendar, and Operations of the House

February 20, 2023

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. G.S. 95-241(a)(1) reads as rewritten:

"(a) No person shall discriminate or take any retaliatory action against an employee because the employee in good faith does or threatens to do any of the following:

(1) File a claim or complaint, initiate any inquiry, investigation, inspection, proceeding or other action, or testify or provide information to any person with respect to any of the following:

...

f. ~~G.S. 95-28.1A~~. G.S. 95-28.1A or G.S. 95-28.1B.

...."

SECTION 4. This act is effective when it becomes law and applies to employers, employees, and prospective employees on and after that date.

