

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2025

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HOUSE BILL 168

Short Title: North Carolina CROWN Act. (Public)

Sponsors: Representatives Baker, Johnson-Hostler, Logan, and F. Jackson (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 24, 2025

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 in employment.

(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 on account of the person's race, color, creed, religion, sex, or national origin.

(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."

SECTION 3. G.S. 95-241(a) 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:
- a. Chapter 97 of the General Statutes.
 - b. Article 2A or Article 16 of this Chapter.
 - c. Article 2A of Chapter 74 of the General Statutes.
 - d. G.S. 95-28.1.
 - e. Article 16 of Chapter 127A of the General Statutes.
 - f. ~~G.S. 95-28.1A~~ G.S. 95-28.1A or G.S. 95-28.1B.
 - g. Article 52 of Chapter 143 of the General Statutes.
 - h. Article 5F of Chapter 90 of the General Statutes.
- (2) Cause any of the activities listed in subdivision (1) of this subsection to be initiated on an employee's behalf.



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- 1 (3) Exercise any right on behalf of the employee or any other employee afforded
2 by Article 2A or Article 16 of this Chapter, by Article 2A of Chapter 74 of the
3 General Statutes, or by Article 52 of Chapter 143 of the General Statutes.
4 (4) Comply with the provisions of Article 27 of Chapter 7B of the General
5 Statutes.
6 (5) Exercise rights under Chapter 50B. Actions brought under this subdivision
7 shall be in accordance with the provisions of G.S. 50B-5.5."

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