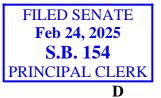
## GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2025



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## SENATE BILL DRS45073-LR-41C

	Short Title:	NC CROWN Act.	(Public)		
	Sponsors:	Senators Murdock, Smith, and Salvador (Pr	imary Sponsors).		
	Referred to:				
1		A BILL TO BE ENTITL	ED		
2 3	AN ACT TO ENACT THE NORTH CAROLINA CROWN ACT TO CREATE A RESPECTFUL AND OPEN WORLD FOR NATURAL HAIR.				
4	The General Assembly of North Carolina enacts:				
5	<b>SECTION 1.</b> This act shall be known and may be cited as the "North Carolina				
6	CROWN Act."				
7	<b>SECTION 2.</b> Article 3 of Chapter 95 of the General Statutes is amended by adding				
8	a new section to read:				
9	" <u>§ 95-28.1B</u>	Discrimination against persons in employ	<u>nent.</u>		
10	<u>(a)</u> <u>N</u>	o person, firm, corporation, unincorporated as	ssociation, State agency, unit of local		
11	government.	or any public or private entity shall deny or	refuse employment to any person or		
12	discharge any person from employment on account of the person's race, color, creed, religion,				
13	sex, or natio	<u>nal origin.</u>			
14	<u>(b)</u> <u>1</u>	he following definitions apply in this section:			
15	(	) Protective hairstyles. – Includes, but is n	ot limited to, such hairstyles as bantu		
16		knots, braids, locks, and twists.			
17	(	2) Race. – Includes traits historically asso	ociated with race, including, but not		
18		limited to, hair texture, hair type, and pr	otective hairstyles."		
19	S	ECTION 3. G.S. 95-241(a) reads as rewritten	1:		
20	"(a) N	o person shall discriminate or take any retain	aliatory action against an employee		
21	because the employee in good faith does or threatens to do any of the following:				
22	(	) File a claim or complaint, initiate an	y inquiry, investigation, inspection,		
23		proceeding or other action, or testify o	r provide information to any person		
24		with respect to any of the following:			
25		a. Chapter 97 of the General Statut	es.		
26		b. Article 2A or Article 16 of this C	Chapter.		
27		c. Article 2A of Chapter 74 of the C	General Statutes.		
28		d. G.S. 95-28.1.			
29		e. Article 16 of Chapter 127A of th	e General Statutes.		
30		f. <u>G.S. 95-28.1A.G.S. 95-28.1A or</u>	G.S. 95-28.1B.		
31		g. Article 52 of Chapter 143 of the			
32		h. Article 5F of Chapter 90 of the C			
33	(	2) Cause any of the activities listed in sub			
34	,	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	of Chapter 74 of the
3		General Statutes, or by Article 52 of Chapter 143 of the G	eneral 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 und	ler this subdivision
7		shall be in accordance with the provisions of G.S. 50B-5.5	5."
8	SECT	<b>FION 4.</b> This act is effective when it becomes law and ap	plies to employers,
9	employees, and p	prospective employees on and after that date.	