



130th MAINE LEGISLATURE

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Legislative Document

No. 598

S.P. 237

In Senate, March 1, 2021

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

Received by the Secretary of the Senate on February 25, 2021. Referred to the Committee on Judiciary pursuant to Joint Rule 308.2 and ordered printed.

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT
Secretary of the Senate

Presented by Senator DAUGHTRY of Cumberland.
Cosponsored by Senators: CHIPMAN of Cumberland, LIBBY of Androscoggin, SANBORN of Cumberland, Representatives: CLOUTIER of Lewiston, RECKITT of South Portland.

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

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

3 **8-G. Protective hairstyle.** "Protective hairstyle" includes braids, twists and locks.

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

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

8 **SUMMARY**

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