

## **HB 2935 STAFF MEASURE SUMMARY**

### **House Committee On Judiciary**

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**Prepared By:** Amie Fender-Sosa, Counsel

**Meeting Dates:** 2/22

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#### **WHAT THE MEASURE DOES:**

Clarifies that prohibited discrimination in schools and employment includes discrimination based on physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles. Requires a school or employer dress code policy not have a disproportionate impact on members of a protected class. "Defines protective hairstyles." Prohibits a school district from being a member of any voluntary organization that administers interscholastic activities if the organization does not have a policy that prohibits discrimination based on race, color or national origin.

#### **ISSUES DISCUSSED:**

##### **EFFECT OF AMENDMENT:**

No amendment.

##### **BACKGROUND:**

The Create a Respectful and Open World for Natural Hair (CROWN) Act prohibits discrimination based on hair style and texture. First enacted in California in 2019, the act has been adopted by New York, New Jersey, the City of Cincinnati, and Montgomery County, Maryland, and is being considered by various other states. Oregon currently prohibits school and workplace discrimination based on race, but the applicable definitions do not explicitly include hair type, texture, or style.

House Bill 2935 prohibits discrimination by including physical characteristics including hair type, texture, and style within the definition of race in school discrimination policies, interscholastic organization activities, and in unlawful employment practices, and prohibits school or employer dress codes or policies from disproportionately impacting members of a protected class.