

March 21, 2022

House Passes the CROWN Act to Prohibit Natural Hair Discrimination

By Michelle Meek

On March 18, 2022, the U.S. House of Representatives passed the CROWN Act (H.R. 2116). The Creating a Respectful and Open World for Natural Hair (CROWN) Act explicitly prohibits discrimination in employment on the basis of hair texture or hairstyles commonly associated with a particular race or national origin. Under the bill, hair texture and protective hairstyles, including braids, locs, twists, or bantu knots, would be given federal protection from discrimination. The legislation will now move on to be voted upon by the Senate.

In 2019, California became the first state to ban discrimination based upon natural hair. Following the CROWN Act's implementation in California, 13 additional states and 34 municipalities have adopted similar laws.

Employers should review their workplace grooming policies for compliance with the CROWN Act now. Please contact any of the attorneys in [Buchalter's Labor & Employment Practice Group](#) with any questions about the CROWN Act and workplace policies.

Buchalter attorneys partner closely with clients to provide broad, protective counsel that minimizes risk exposure. Our critical risk-management solutions allow clients to focus on managing their businesses while we manage the details of their employment problems. We work closely with business management to ensure workplace compliance and an immediate response when conflict arises. We prepare and implement employee handbooks, advise on personnel matters and union relations, negotiate employment and severance agreements and defend lawsuits. Our clients vary from closely-held companies to major financial institutions, restaurant chains, manufacturers and retailers, with offices and locations nationwide.



[Michelle Meek](#)

Attorney

(619) 219-8075

mmeek@buchalter.com

This communication is not intended to create or constitute, nor does it create or constitute, an attorney-client or any other legal relationship. No statement in this communication constitutes legal advice nor should any communication herein be construed, relied upon, or interpreted as legal advice. This communication is for general information purposes only regarding recent legal developments of interest, and is not a substitute for legal counsel on any subject matter. No reader should act or refrain from acting on the basis of any information included herein without seeking appropriate legal advice on the particular facts and circumstances affecting that reader. For more information, visit www.buchalter.com.