

2021 Regular Session

HOUSE BILL NO. 382

BY REPRESENTATIVES NEWELL, ROBBY CARTER, WILFORD CARTER, GREEN,
JEFFERSON, JENKINS, AND LARVADAIN

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

DISCRIMINATION: Provides relative to race and national origin discrimination in education, employment, public accommodations, and housing opportunities

1 AN ACT

2 To amend and reenact R.S. 17:111(A) and to enact R.S. 23:332(I) and R.S. 51:2232(11) and
3 2603(13), relative to discrimination; to prohibit discrimination based on race and
4 national origin; to prohibit discrimination in education, employment, public
5 accommodations, and housing opportunities; to provide for definitions; and to
6 provide for related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. R.S. 17:111(A) is hereby amended and reenacted to read as follows:

9 §111. Discrimination in public schools prohibited; pupil assignment; religious
10 educational institutions

11 A.(1) No person shall be refused admission into, ~~or~~ be excluded from, or
12 discriminated against in any form in any public school in the state of Louisiana on
13 account of race, creed, color, disability, as defined in R.S. 51:2232, or national
14 origin.

15 (2) For the purpose of this Subsection, "race" and "national origin" shall
16 include traits associated with race and national origin, including but not limited to
17 skin color, facial characteristics, hair texture, natural hairstyles, and protective
18 hairstyles. "Natural hairstyles" and "protective hairstyles" shall include but are not

1 limited to afros, dreadlocks, twists, locs, braids, cornrow braids, Bantu knots, and
2 curls.

3 * * *

4 Section 2. R.S. 23:332(I) is hereby enacted to read as follows:

5 §332. Intentional discrimination in employment

6 * * *

7 I. For the purpose of this Section, "race" and "national origin" shall include
8 traits associated with race and national origin, including but not limited to skin color,
9 facial characteristics, hair texture, natural hairstyles, and protective hairstyles.
10 "Natural hairstyles" and "protective hairstyles" shall include but are not limited to
11 afros, dreadlocks, twists, locs, braids, cornrow braids, Bantu knots, and curls.

12 * * *

13 Section 3. R.S. 51:2232(11) and 2603(13) are hereby enacted to read as follows:

14 §2232. Definitions

15 As used in this Chapter:

16 * * *

17 (11) "Race" and "national origin" shall include traits associated with race and
18 national origin, including but not limited to skin color, facial characteristics, hair
19 texture, natural hairstyles, and protective hairstyles. "Natural hairstyles" and
20 "protective hairstyles" shall include but are not limited to afros, dreadlocks, twists,
21 locs, braids, cornrow braids, Bantu knots, and curls.

22 * * *

23 §2603. Definitions

24 As used in this Chapter:

25 * * *

26 (13) "Race" and "national origin" shall include traits associated with race and
27 national origin, including but not limited to skin color, facial characteristics, hair
28 texture, natural hairstyles, and protective hairstyles. "Natural hairstyles" and

1 "protective hairstyles" shall include but are not limited to afros, dreadlocks, twists,
2 locs, braids, cornrow braids, Bantu knots, and curls.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 382 Engrossed

2021 Regular Session

Newell

Abstract: Provides relative to race and national origin discrimination in education, employment, public accommodations, and housing opportunities.

Present law provides that no person shall be refused admission into or be excluded from any public school in the state of La. based on race, creed, color, disability as defined in present law, or national origin.

Proposed law retains present law and additionally prohibits discrimination in any form based on race, creed, color, disability as defined in present law, or national origin.

Proposed law adds that "race" and "national origin" shall include traits associated with race and national origin, including but not limited to skin color, facial characteristics, hair texture, natural hairstyles, and protective hairstyles.

Proposed law defines "natural hairstyles" and "protective hairstyles" to include but not be limited to afros, dreadlocks, twists, locs, cornrows, braids, Bantu knots, and curls.

Present law provides that it shall be unlawful employment discrimination for an employer to engage in certain practices based on race, color, religion, sex, or national origin.

Proposed law adds that "race" and "national origin" shall include traits associated with race and national origin, including but not limited to skin color, facial characteristics, hair texture, natural hairstyles, and protective hairstyles.

Proposed law defines "natural hairstyles" and "protective hairstyles" to include but not be limited to afros, dreadlocks, twists, locs, cornrows, braids, Bantu knots, and curls.

Present law provides for discriminatory practices concerning public accommodations based on race, creed, color, religion, sex, age, disability, or national origin.

Proposed law adds that "race" and "national origin" shall include traits associated with race and national origin, including but not limited to skin color, facial characteristics, hair texture, natural hairstyles, and protective hairstyles.

Proposed law defines "natural hairstyles" and "protective hairstyles" to include but not be limited to afros, dreadlocks, twists, locs, cornrows, braids, Bantu knots, and curls.

Present law provides for discriminatory practices concerning house opportunities based on race, creed, color, religion, sex, familial status, or national origin.

Proposed law adds that "race" and "national origin" shall include traits associated with race and national origin, including but not limited to skin color, facial characteristics, hair texture, natural hairstyles, and protective hairstyles.

Proposed law defines "natural hairstyles" and "protective hairstyles" to include but not be limited to afros, dreadlocks, twists, locs, cornrows, braids, Bantu knots, and curls.

(Amends R.S. 17:111(A); Adds R.S. 23:332(I) and R.S. 51:2232(11) and 2603(13))

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Civil Law and Procedure to the original bill:

1. Remove the requirement that a trait's association with race or national origin be historical.