SLS 20RS-112

ORIGINAL

2020 Regular Session

SENATE BILL NO. 135

BY SENATOR CARTER

DISCRIMINATION. Prohibits race discrimination based on natural hairstyles. (8/1/20)

1	AN ACT
2	To enact R.S. 23:332 (I), relative to discrimination; to provide relative to discrimination in
3	employment; to provide certain prohibitions relative to discrimination based upon
4	hair texture or protective hairstyles; to provide for definitions; and to provide for
5	related matters.
6	Be it enacted by the Legislature of Louisiana:
7	Section 1. R.S. 23:332 (I) is hereby enacted to read as follows:
8	§332. Intentional discrimination in employment
9	* * *
10	(I) For the purpose of this Section, the term "race" shall include traits
11	historically associated with race, including but not limited to hair texture and
12	protective hairstyles. "Protective hairstyles" shall include but not be limited to
13	natural hairstyles, braids, locks, and twist.

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Xavier I. Alexander.

SB 135 Original

DIGEST 2020 Regular Session

Carter

<u>Present law</u> provides that it shall be unlawful for an employer to engage in discriminatory practices based on an employee's race, color, religion, sex, or national origin.

<u>Proposed law</u> retains <u>present law</u> and provides that race shall include traits historically associated with race, including but not limited to hair texture and protective hairstyles. Also provides that "protective hairstyles" includes but is not limited to, natural hairstyles, braids, locks and twist.

Effective August 1, 2020.

(Adds R.S. 23:332(I))