

2021 Regular Session

HOUSE BILL NO. 382

BY REPRESENTATIVE NEWELL

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 historically associated with race and national origin, including but not  
17 limited to skin color, facial characteristics, hair texture, natural hairstyles, and  
18 protective hairstyles. "Natural hairstyles" and "protective hairstyles" shall include but

1 are not limited to afros, dreadlocks, twists, locs, braids, cornrow braids, Bantu knots,  
2 and 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 historically associated with race and national origin, including but not limited  
9 to skin color, facial characteristics, hair texture, natural hairstyles, and protective  
10 hairstyles. "Natural hairstyles" and "protective hairstyles" shall include but are not  
11 limited to afros, dreadlocks, twists, locs, braids, cornrow braids, Bantu knots, and  
12 curls.

13 \* \* \*

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

15 §2232. Definitions

16 As used in this Chapter:

17 \* \* \*

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

23 \* \* \*

24 §2603. Definitions

25 As used in this Chapter:

26 \* \* \*

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

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

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## 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)]

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HB 382 Original

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 Louisiana 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 historically 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 historically 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 historically 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 historically 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))