Engage PEO Client Alert:

Colorado Bans Race-Based Hair Discrimination

On March 6, 2020, the Governor of Colorado signed a law banning race-based hair discrimination, statewide (House Bill 1048 - "Race Trait Hairstyle Anti-discrimination Protect"). **This makes Colorado the fifth state—following California, New York, New Jersey and Virginia—to outlaw race-based hair discrimination.**

About Colorado's CROWN Act

These laws are referred to as CROWN Acts in recognition of the **C**reate a **R**espectful and **O**pen **W**orld for **N**atural Hair ("CROWN") coalition's efforts to ban natural hair discrimination. Colorado's CROWN Act law amends its existing anti-discrimination provisions for employment, education, housing and public accommodations to include the following:

- The term "'RACE' includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race"; and
- The phrase "'PROTECTIVE HAIRSTYLE' includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and headwraps."

If you have questions regarding Colorado's CROWN Act, please contact your Engage HR Consultant.