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Washington State Bans Race-Based Hair Discrimination

Back in March, in the midst of the COVID-19 outbreak in the Pacific Northwest, the Governor of Washington signed House Bill 2602. The law took effect on June 11, 2020, making Washington the sixth state—following California, New York, New Jersey, Virginia and Colorado—to ban race-based hair discrimination.

About State of Washington's CROWN Act

Recent race-based hair discrimination laws are known as CROWN Acts in recognition of the **C**reating a **R**espectful and **O**pen **W**orld for **N**atural Hair ("CROWN") Coalition's efforts to ban discrimination based on hairstyles and textures in workplaces and schools. The State of Washington's CROWN Act amends its existing anti-discrimination laws to include the following:

- The term "**Race**" to include "**traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles**"; and
- The phrase "**protective hairstyles**" that "**includes, but is not limited to, such hairstyles as afros, braids, locks and twists**."

If you have questions regarding the State of Washington's CROWN Act, please contact your Engage HR Consultant.