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Connecticut Bans Race-Based Hair Discrimination

On March 4, 2021, Connecticut Governor Ned Lamont signed the state's **CROWN Act** (Bill No. 6515) into law which makes Connecticut the 8th state to pass such legislation to address discrimination based on ethnic hairstyles, following California, New York, New Jersey, Maryland, Virginia, Colorado, and Washington State.

About Connecticut's CROWN Act

The CROWN Act, also known as the "***C****reating a* ***R****espectful and* ***O****pen World for* ***N****atural* ***H****air" Act*, became effective upon passage and makes it an unlawful employment practice to discriminate against employees and applicants based on ethnic traits including hairstyles historically associated with race. This type of discrimination has often been experienced by Black women for their natural and protective hairstyles but is applicable to other races and ethnicities as well. The CROWN Act defines the term "protective hairstyles" as "wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs."

Employers should consider reviewing their policies, practices, and dress codes or grooming policies for compliance with the CROWN Act.

Please contact your Engage HR Consultant if you have questions regarding Connecticut's CROWN Act.