

# Engage PEO Client

## 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.