

Employers Take Note: The CROWN Act Takes Effect in Louisiana

As of August 1, 2022, Louisiana's CROWN Act ("Creating a Respectful and Open World for Natural Hair") will prohibit race-based hair discrimination in employment, education, public accommodations, and housing in Louisiana. A similar law has already been in effect in the city of New Orleans since December 2020.

Modeled after a 2019 national legislative campaign of the same name, the law seeks to end discrimination against individuals with hairstyles historically associated with race. The CROWN Act specifically bans discrimination based on any "natural, protective, or cultural hairstyle," which is defined as including but not limited to "afros, dreadlocks, twists, locs, braids, cornrow braids, Bantu knots, curls, and hair styled to protect hair texture or for cultural significance."

Louisiana is reportedly the first state in the Deep South to adopt the CROWN Act.

Helpful hints to Louisiana employers:

- Louisiana employers with dress codes or grooming policies should review them for compliance with the new law and for consistent application.
- Employers with concerns about health and safety should identify non-discriminatory options that will accommodate various hair textures and styles and document the decision-making process.
- Employers should also be prepared to engage with employees regarding the new law.

Source: <https://www.legis.la.gov/legis/ViewDocument.aspx?d=1289591>

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