

REFERENCE TITLE: **discrimination; prohibited; protective hairstyles**

State of Arizona
House of Representatives
Fifty-sixth Legislature
First Regular Session
2023

HB 2186

Introduced by
Representatives Longdon: Aguilar, Austin, Gutierrez, Hernandez M, Ortiz,
Pawlik, Quiñonez, Schwiebert, Shah, Stahl Hamilton, Terech, Travers,
Senator Alston

AN ACT

**AMENDING TITLE 41, CHAPTER 9, ARTICLE 4, ARIZONA REVISED STATUTES, BY
ADDING SECTION 41-1469; AMENDING TITLE 41, CHAPTER 9, ARTICLE 8, ARIZONA
REVISED STATUTES, BY ADDING SECTION 41-1492.13; RELATING TO
DISCRIMINATION.**

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:
2 Section 1. Title 41, chapter 9, article 4, Arizona Revised
3 Statutes, is amended by adding section 41-1469, to read:
4 41-1469. Unlawful employment practices; protective
5 hairstyles; definitions
6 A. NOTWITHSTANDING ANY OTHER LAW, IT IS AN UNLAWFUL EMPLOYMENT
7 PRACTICE FOR ANY EMPLOYER, LABOR ORGANIZATION OR JOINT LABOR-MANAGEMENT
8 COMMITTEE CONTROLLING APPRENTICESHIP OR OTHER TRAINING OR RETRAINING
9 PROGRAMS, INCLUDING ON-THE-JOB TRAINING PROGRAMS, TO DISCRIMINATE AGAINST
10 ANY INDIVIDUAL BECAUSE OF THE INDIVIDUAL'S PROTECTIVE HAIRSTYLE, RACE OR
11 ETHNICITY.
12 B. FOR THE PURPOSES OF THIS SECTION:
13 1. "PROTECTIVE HAIRSTYLE" INCLUDES SUCH HAIRSTYLES AS BRAIDS, LOCKS
14 AND TWISTS.
15 2. "RACE OR ETHNICITY" INCLUDES:
16 (a) ANCESTRY, COLOR, ETHNIC GROUP IDENTIFICATION AND ETHNIC
17 BACKGROUND.
18 (b) TRAITS HISTORICALLY ASSOCIATED WITH RACE, INCLUDING HAIR
19 TEXTURE AND PROTECTIVE HAIRSTYLES.
20 Sec. 2. Title 41, chapter 9, article 8, Arizona Revised Statutes,
21 is amended by adding section 41-1492.13, to read:
22 41-1492.13. Protective hairstyles; discrimination by schools
23 prohibited; definitions
24 A. NOTWITHSTANDING ANY OTHER LAW, IT IS UNLAWFUL FOR A NURSERY,
25 ELEMENTARY, SECONDARY, UNDERGRADUATE OR POSTGRADUATE PRIVATE SCHOOL OR
26 OTHER PLACE OF EDUCATION TO DISCRIMINATE AGAINST ANY INDIVIDUAL BECAUSE OF
27 THE INDIVIDUAL'S PROTECTIVE HAIRSTYLE, RACE OR ETHNICITY.
28 B. FOR THE PURPOSES OF THIS SECTION:
29 1. "PROTECTIVE HAIRSTYLE" INCLUDES SUCH HAIRSTYLES AS BRAIDS, LOCKS
30 AND TWISTS.
31 2. "RACE OR ETHNICITY" INCLUDES:
32 (a) ANCESTRY, COLOR, ETHNIC GROUP IDENTIFICATION AND ETHNIC
33 BACKGROUND.
34 (b) TRAITS HISTORICALLY ASSOCIATED WITH RACE, INCLUDING HAIR
35 TEXTURE AND PROTECTIVE HAIRSTYLES.