

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

State of Arizona  
House of Representatives  
Fifty-sixth Legislature  
Second Regular Session  
2024

## **HB 2396**

Introduced by  
Representatives Crews: Aguilar, Austin, Contreras P, Gutierrez, Hernandez  
M, Longdon, Ortiz, Pawlik, Schwiebert, Seaman, Terech, Travers, Villegas;  
Senators Epstein, Mendez, Sundareshan

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.