
OLR Bill Analysis

sHB 6376

AN ACT CREATING A RESPECTFUL AND OPEN WORLD FOR NATURAL HAIR.

SUMMARY

This bill makes it an illegal practice to (1) discriminate based on a person's hair texture and protective hairstyle in employment, public accommodations, housing, credit practices, union membership, and state agency practices or (2) deprive any person of any rights secured or protected by the Connecticut Constitution or the United States Constitution on account of the person's hair texture and protective hairstyle. It does so by specifying that the term "race" includes ethnic traits historically associated with race, including hair texture and protective hairstyles.

Under the bill, "protective hairstyles" include wigs, headwraps, and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, and afro puffs.

It adds this protection to those afforded under the existing human rights law under the jurisdiction of the Commission on Human Rights and Opportunities (CHRO). CHRO has the authority to investigate complaints of discriminatory practices. The bill also applies to the laws that govern the awarding of agency, municipal public works, and quasi-public agency project contracts.

EFFECTIVE DATE: Upon passage

BACKGROUND

Related Bill

Emergency certified HB 6515, which the House passed on February 24, and the Senate passed on March 1, contains identical language that makes it an illegal practice to discriminate based on a person's hair

texture or protective hairstyle.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 13 Nay 0 (02/18/2021)