

# Engage PEO Client Alert:

## Colorado Bans Race-Based Hair Discrimination

**On March 6, 2020, the Governor of Colorado signed a law banning race-based hair discrimination, statewide** ([House Bill 1048](#) - “Race Trait Hairstyle Anti-discrimination Protect”). **This makes Colorado the fifth state—following California, New York, New Jersey and Virginia—to outlaw race-based hair discrimination.**

### **About Colorado’s CROWN Act**

These laws are referred to as CROWN Acts in recognition of the **Create a Respectful and Open World for Natural Hair** (“CROWN”) coalition’s efforts to ban natural hair discrimination. Colorado’s CROWN Act law amends its existing anti-discrimination provisions for employment, education, housing and public accommodations to include the following:

- The term “‘RACE’ includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race”; and
- The phrase “‘PROTECTIVE HAIRSTYLE’ includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and headwraps.”

**If you have questions regarding Colorado’s CROWN Act, please contact your Engage HR Consultant.**