

FIRST REGULAR SESSION

[PERFECTED]

SENATE SUBSTITUTE FOR

# SENATE BILL NO. 38

103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR WASHINGTON.

0821S.03P

KRISTINA MARTIN, Secretary

## AN ACT

To amend chapter 160, RSMo, by adding thereto one new section relating to discriminatory practices as such practices relate to hairstyles in elementary and secondary educational institutions.

*Be it enacted by the General Assembly of the State of Missouri, as follows:*

Section A. Chapter 160, RSMo, is amended by adding thereto  
2 one new section, to be known as section 160.083, to read as  
3 follows:

160.083. 1. This section shall be known and may be  
2 cited as the "Missouri Creating a Respectful and Open World  
3 for Natural Hair (Missouri CROWN) Act".

4 2. As used in this section, the following terms mean:

- 5 (1) "Educational institution", any public or private  
6 prekindergarten program, public or private elementary or  
7 secondary school, charter school, or public or private  
8 school board, charter school governing board, or other  
9 school administrative body;
- 10 (2) "Protective hairstyles", includes, but is not  
11 limited to, such hairstyles and coverings that are designed  
12 to protect textured hair from damage so it may be worn in  
13 its natural state as braids, locks, twists, and afros;

14           (3) "Race", includes a perception that a person is of  
15 a particular racial group based upon shared physical traits  
16 associated with ancestral origin or ethnicity, shared  
17 cultural attributes, and similar physical characteristics  
18 such as skin color and facial features;

19           (4) "State financial assistance", any funds or other  
20 form of financial aid appropriated or authorized under the  
21 laws of this state, or under any federal law administered by  
22 any state agency, for the purpose of providing assistance to  
23 any educational institution for its own benefit or for the  
24 benefit of any pupils admitted to the educational  
25 institution. "State financial assistance" shall include,  
26 but not be limited to, all of the following:

27           (a) Grants of state property, or any interest therein;  
28           (b) Provision of the services of state personnel; and  
29           (c) Funds provided by contract, tax rebate,  
30 appropriation, allocation, or formula;

31           (5) "State student financial aid", any funds or other  
32 form of financial aid appropriated or authorized under the  
33 laws of this state, or under any federal law administered by  
34 any state agency, for the purpose of providing assistance  
35 directly to any student admitted to an educational  
36 institution. "State student financial aid" shall include,  
37 but not be limited to, scholarships, loans, grants, or wages.

38           3. No person shall be subjected to discrimination  
39 based on the person's hair texture or protective hairstyle,  
40 if that protective hairstyle or texture is commonly  
41 associated with a particular race or origin, in any program  
42 or activity conducted by an educational institution that  
43 receives or benefits from state financial assistance or  
44 enrolls pupils who receive state student financial aid,  
45 provided, however, that such institution may require the use

46 of hair nets or coverings or may require that hair be  
47 secured for safety purposes in any career and technical  
48 training course or class to comply with safety regulations  
49 and standards of the course or class throughout the duration  
50 of the course or class.

51 4. The provisions of subsection 3 of this section  
52 shall not apply to an educational institution that is  
53 controlled by a religious organization if the application of  
54 such provision would not be consistent with the religious  
55 tenets of that organization.

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