

**CITY OF BALTIMORE
COUNCIL BILL 19-0481
(First Reader)**

Introduced by: Councilmember Stokes, President Scott, Councilmembers Burnett, Cohen,
Bullock, Dorsey, Pinkett, Clarke, Reisinger, Middleton, Schleifer, Henry, Sneed, McCray,
Costello

Introduced and read first time: December 16, 2019

Assigned to: Labor Committee

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Human Resources,
Office of Civil Rights

A BILL ENTITLED

1 AN ORDINANCE concerning

2 **Banning Discrimination Based on Hair Texture and Protective Hairstyles**

3 FOR the purpose of prohibiting discrimination based on hair texture and protective hairstyles.

4 BY repealing and reenacting, without amendments

5 Article 4 - Community Relations

6 Section 1-1(f)(1)

7 Baltimore City Code

8 (Edition 2000)

9 BY adding

10 Article 4 - Community Relations

11 Section 1-1(r-1) and 1-1(s-1)

12 Baltimore City Code

13 (Edition 2000)

14 **SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE,** That the
15 Laws of Baltimore City read as follows:

16 **Baltimore City Code**

17 **Article 4. Community Relations**

18 **Subtitle 1. Definitions; General Provisions**

19 **§ 1-1. Definitions.**

20 (f) *Discrimination.*

21 (1) "Discrimination" means any difference in the treatment of an individual or person
22 because of race, color, religion, national origin, ancestry, sex, marital status, physical
23 or mental disability, sexual orientation, gender identity or expression, or, in the

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.

Council Bill 19-0481

1 context of discriminatory housing practices under § 3-5 {"Housing"} of this article,
2 source of income.
3

4 (R-1) *PROTECTIVE HAIRSTYLES.*

5 (1) *IN GENERAL.*

6 "PROTECTIVE HAIRSTYLES" MEANS HAIRSTYLES THAT PROTECT AGAINST SPLIT ENDS,
7 KNOTTING, OR GENERAL DAMAGE, AND ALSO HELP RETAIN THE LENGTH OF THE HAIR.

8 (2) *EXAMPLES.*

9 "PROTECTIVE HAIRSTYLES" INCLUDES HAIRSTYLES SUCH AS BRAIDS, TWISTS, AND
10 LOCKS.
11

12 (S-1) *RACE.*

13 "RACE" MEANS TRAITS HISTORICALLY ASSOCIATED WITH RACE, INCLUDING HAIR TEXTURE
14 AND PROTECTIVE HAIRSTYLES.

15 **SECTION 2. AND BE IT FURTHER ORDAINED,** That the catchlines contained in this Ordinance
16 are not law and may not be considered to have been enacted as a part of this or any prior
17 Ordinance.

18 **SECTION 3. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the 30th day
19 after the date it is enacted.