

CITY OF BALTIMORE
ORDINANCE _____
Council Bill 20-0481

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

Committee Report: Favorable and amended by a floor amendment

Council action: Adopted

Read second time: November 16, 2020

AN ORDINANCE CONCERNING

1 Banning Discrimination Based on Hair Texture and Protective Hairstyles

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

3 BY repealing and reenacting, without amendments

4 Article 4 - Community Relations

5 Section 1-1(f)(1)

6 Baltimore City Code

7 (Edition 2000)

8 BY adding

9 Article 4 - Community Relations

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

11 Baltimore City Code

12 (Edition 2000)

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

15 Baltimore City Code

16 Article 4. Community Relations

17 Subtitle 1. Definitions; General Provisions

18 § 1-1. Definitions.

19 (f) *Discrimination.*

20 (1) “Discrimination” means any difference in the treatment of an individual or person
21 because of race, color, religion, national origin, ancestry, sex, marital status, physical

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.
Underlining indicates matter added to the bill by amendment.
~~Strike out~~ indicates matter stricken from the bill by
amendment or deleted from existing law by amendment.

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1 or mental disability, sexual orientation, gender identity or expression, or, in the
2 context of discriminatory housing practices under § 3-5 {"Housing"} of this article,
3 source of income.
4

5 (R-1) *PROTECTIVE HAIRSTYLES.*

6 (1) *IN GENERAL.*

7 "PROTECTIVE HAIRSTYLES" MEANS HAIRSTYLES NECESSITATED BY OR RESULTING
8 FROM THE IMMUTABLE CHARACTERISTICS OF A HAIR TEXTURE ASSOCIATED WITH RACE
9 INCLUDING THOSE THAT PROTECT AGAINST SPLIT ENDS, KNOTTING, OR GENERAL
10 DAMAGE, AND ALSO HELP RETAIN THE LENGTH OF THE HAIR.

11 (2) *EXAMPLES.*

12 "PROTECTIVE HAIRSTYLES" INCLUDES HAIRSTYLES SUCH AS BRAIDS, TWISTS, AFRO
13 HAIRSTYLES, CURLS, AND LOCKS.
14

15 (S-1) *RACE.*

16 "RACE" MEANS IMMUTABLE TRAITS HISTORICALLY ASSOCIATED WITH RACE, INCLUDING
17 HAIR TEXTURE AND PROTECTIVE HAIRSTYLES.

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

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

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Certified as duly passed this _____ day of _____, 20__

President, Baltimore City Council

Certified as duly delivered to His Honor, the Mayor,
this _____ day of _____, 20__

Chief Clerk

Approved this _____ day of _____, 20__

Mayor, Baltimore City