CITY OF BALTIMORE ORDINANCE 20.47 Council Bill 19-0481

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 <u>Assigned to: Labor Committee</u> 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 4 5 6 7	By repealing and reenacting, without amendments Article 4 - Community Relations Section 1-1(f)(1) Baltimore City Code (Edition 2000)
8	By adding
9	Article 4 - Community Relations
10 11	Section 1-1(r-1) and 1-1(s-1) Baltimore City Code
12	(Edition 2000)
13 14	SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE, That the 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. <u>Underlining</u> indicates matter added to the bill by amendment. Strike out indicates matter stricken from the bill by a mendment or deleted from existing law by amendment.

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- 1 or mental disability, sexual orientation, gender identity or expression, or, in the context of discriminatory housing practices under § 3-5 {"Housing"} of this article, 2 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. (2) EXAMPLES. 11 "PROTECTIVE HAIRSTYLES" INCLUDES HAIRSTYLES SUCH AS BRAIDS, TWISTS, AFRO 12 13 HAIRSTYLES, CURLS, AND LOCKS. 14 15 (S-1) RACE. "RACE" MEANS IMMUTABLE TRAITS HISTORICALLY ASSOCIATED WITH RACE, INCLUDING 16 17 HAIR TEXTURE AND PROTECTIVE HAIRSTYLES. 18 SECTION 2. AND BE IT FURTHER ORDAINED, That the catchlines contained in this Ordinance are not law and may not be considered to have been enacted as a part of this or any prior 19 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 _07 ____ day of _____ day of _____, 20_20

Brandon M. Scott President, Baltimore City Council

Certified as duly delivered to His Honor, the Mayor,

this 07 day of December , 20 20

Hatawna B. Austin Chief Clerk

Approved this 8th day of Dec. , 20 20

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Mayor, Baltimore City

Appproved for Form and Legal Sufficiency This 7th Day of December, 2020

Chief Solicitor

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