



Legislation Details (With Text)

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|------------------------|---|----------------------|---|----------------------|--|
| File #: | 19-0481 | Version: | 0 | Name: | Banning Discrimination Based on Hair Texture and Protective Hairstyles |
| Type: | Ordinance | Status: | | Status: | Enacted |
| File created: | 12/16/2019 | In control: | | In control: | City Council |
| On agenda: | | Final action: | | Final action: | 12/8/2020 |
| Enactment date: | | Enactment #: | | Enactment #: | 20-471 |
| Title: | Banning Discrimination Based on Hair Texture and Protective Hairstyles For the purpose of prohibiting discrimination based on hair texture and protective hairstyles. | | | | |
| Sponsors: | Robert Stokes, Sr., Mayor Brandon M. Scott, Kristerfer Burnett, Zeke Cohen, John T. Bullock, Ryan Dorsey, Leon F. Pinkett, III, Mary Pat Clarke, Edward Reisinger, Sharon Green Middleton, Eric T. Costello, Danielle McCray, Shannon Sneed, Bill Henry, Isaac "Yitzzy" Schleifer | | | | |
| Indexes: | Banning, Discrimination, Hairstyles, Texture | | | | |
| Code sections: | | | | | |
| Attachments: | 1. 19-0481~1st Reader, 2. HR 19-0481, 3. Meeting Agenda - 19-0481, 4. Law 19-0481, 5. Meeting Minutes - 19-0481, 6. Labor - Hearing Notes Bill 19-0481, 7. Council Bill 19-0481 - Banning Discrimination on Hair Texture, 8. Floor Amendment 19-0481, 9. 19-0481~3rd Reader, 10. Signed Ordinance 19-0481 | | | | |

| Date | Ver. | Action By | Action | Result |
|------------|------|------------------|--|--------|
| 12/10/2020 | 0 | Mayor | Signed by Mayor | |
| 12/7/2020 | 0 | City Council | Approved and Sent to the Mayor | |
| 11/16/2020 | 0 | City Council | 3rd Reader, for final passage | |
| 11/16/2020 | 0 | Labor Committee | Recommended Favorably | |
| 11/12/2020 | 0 | Labor Committee | Recommended Favorably with Amendment | Pass |
| 10/19/2020 | 0 | Labor Committee | Scheduled for a Public Hearing | |
| 12/19/2019 | 0 | The City Council | Refer to Office of Civil Rights and Wage Enforcement | |
| 12/19/2019 | 0 | The City Council | Refer to City Solicitor | |
| 12/19/2019 | 0 | The City Council | Refer to Dept. of Human Resources | |
| 12/16/2019 | 0 | City Council | Assigned | |
| 12/16/2019 | 0 | City Council | Introduced | |

Explanation: Capitals indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.

* **Warning:** This is an unofficial, introductory copy of the bill.
The official copy considered by the City Council is the first reader copy.

Introductory*

City of Baltimore Council Bill

Introduced by: Councilmember Stokes

A Bill Entitled

An Ordinance concerning

Banning Discrimination Based on Hair Texture and Protective Hairstyles

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

By repealing and reenacting, without amendments

Article 4 - Community Relations

Section 1-1(f)(1)

Baltimore City Code

(Edition 2000)

By adding

Article 4 - Community Relations

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

Baltimore City Code

(Edition 2000)

Section 1. Be it ordained by the Mayor and City Council of Baltimore, That the Laws of Baltimore City read as follows:

Baltimore City Code

Article 4. Community Relations

Subtitle 1. Definitions; General Provisions

§ 1-1. Definitions.

(f) *Discrimination.*

- (1) “Discrimination” means any difference in the treatment of an individual or person because of race, color, religion, national origin, ancestry, sex, marital status, physical or mental disability, sexual orientation, gender identity or expression, or, in the context of discriminatory housing practices under § 3-5 {“Housing”} of this article, source of income.

....

(r-1) *Protective hairstyles.*

(1) *In general.*

“Protective hairstyles” means hairstyles that protect against split ends, knotting, or general damage, and also help retain the length of the hair.

(2) *Examples.*

“Protective hairstyles” includes hairstyles such as braids, twists, and locks.

....

(s-1) *Race.*

“Race” means traits historically associated with race, including hair texture and protective hairstyles.

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 Ordinance.

Section 3. And be it further ordained, That this Ordinance takes effect on the 30th day after the date it is enacted.