

**Second Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO**

ENGROSSED

*This Version Includes All Amendments Adopted
on Second Reading in the House of Introduction*

LLS NO. 24-1165.01 Christy Chase x2008

HOUSE BILL 24-1451

HOUSE SPONSORSHIP

Herod and Ricks,

SENATE SPONSORSHIP

Buckner and Coleman,

House Committees

State, Civic, Military, & Veterans Affairs

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING PROTECTIONS AGAINST DISCRIMINATION BASED ON HAIR**
102 **LENGTH THAT IS ASSOCIATED WITH ONE'S RACE.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

In 2020, the general assembly enacted the "CROWN Act of 2020", which specified that, for purposes of anti-discrimination laws in the context of public education, employment and housing practices, public accommodations, and advertising, discrimination on the basis of one's race includes discrimination on the basis of traits commonly or historically associated with race, such as hair texture, hair type, and

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

HOUSE
2nd Reading Unamended
April 24, 2024

protective hairstyles. The bill adds hair length that is commonly or historically associated with race to the list of traits associated with one's race.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 22-2-117, **amend**
3 (1)(b)(X) as follows:

4 **22-2-117. Additional power - state board - waiver of**
5 **requirements - rules.** (1) (b) The state board shall not waive any of the
6 requirements specified in any of the following statutory provisions:

7 (X) Any provision of section 22-30.5-104 (3), 22-30.5-507 (3),
8 22-32-109 (1)(ll), 22-32-110 (1)(k), 22-38-104 (1)(d), or 22-63-206 (1)
9 relating to discrimination based on hair texture, hair type, HAIR LENGTH,
10 or a protective hairstyle that is commonly or historically associated with
11 race.

12 **SECTION 2.** In Colorado Revised Statutes, 22-30.5-104, **amend**
13 (3)(b)(II) and (6)(c)(IX) as follows:

14 **22-30.5-104. Charter school - requirements - authority - rules**
15 **- definitions.** (3) (b) As used in this subsection (3):

16 (II) "Race" includes hair texture, hair type, HAIR LENGTH, or a
17 protective hairstyle that is commonly or historically associated with race.

18 (6) (c) A school district, on behalf of a charter school, may apply
19 to the state board for a waiver of a state statute or state rule that is not an
20 automatic waiver. Notwithstanding any provision of this subsection (6)
21 to the contrary, the state board may not waive any statute or rule relating
22 to:

23 (IX) Subsection (3) of this section and sections 22-32-110 (1)(k)
24 and 22-63-206 (1) relating to discrimination based on hair texture, hair

1 type, HAIR LENGTH, or a protective hairstyle that is commonly or
2 historically associated with race.

3 **SECTION 3.** In Colorado Revised Statutes, 22-30.5-507, **amend**
4 (3)(b)(II) and (7)(b)(IX) as follows:

5 **22-30.5-507. Institute charter school - requirements -**
6 **authority - rules - definitions.** (3) (b) As used in this subsection (3):

7 (II) "Race" includes hair texture, hair type, HAIR LENGTH, or a
8 protective hairstyle that is commonly or historically associated with race.

9 (7) (b) An institute charter school may apply to the state board,
10 through the institute, for a waiver of state statutes and state rules that are
11 not automatic waivers. The state board may waive state statutory
12 requirements or rules promulgated by the state board; except that the state
13 board may not waive any statute or rule relating to:

14 (IX) Subsection (3) of this section and sections 22-32-110 (1)(k)
15 and 22-63-206 (1) relating to discrimination based on hair texture, hair
16 type, HAIR LENGTH, or a protective hairstyle that is commonly or
17 historically associated with race.

18 **SECTION 4.** In Colorado Revised Statutes, 22-32-109, **amend**
19 (1)(II)(II)(B) as follows:

20 **22-32-109. Board of education - specific duties - definitions.**

21 (1) In addition to any other duty required to be performed by law, each
22 board of education has the following specific duties:

23 (II) (II) As used in this subsection (1)(II):

24 (B) "Race" includes hair texture, hair type, HAIR LENGTH, or a
25 protective hairstyle that is commonly or historically associated with race.

26 **SECTION 5.** In Colorado Revised Statutes, 22-32-110, **amend**
27 (1)(k)(II)(B) as follows:

1 **22-32-110. Board of education - specific powers - definitions.**

2 (1) In addition to any other power granted to a board of education of a
3 school district by law, each board of education of a school district has the
4 following specific powers, to be exercised in its judgment:

5 (k) (II) As used in this subsection (1)(k):

6 (B) "Racial or ethnic background" includes hair texture, hair type,
7 HAIR LENGTH, or a protective hairstyle that is commonly or historically
8 associated with race.

9 **SECTION 6.** In Colorado Revised Statutes, 22-38-104, **amend**
10 (1)(d)(II)(B) as follows:

11 **22-38-104. Pilot schools - requirements - authority -**
12 **definitions.** (1) The state board may provide for the establishment and
13 operation of not more than one full-time residential pilot school and not
14 more than three year-round nonresidential pilot schools pursuant to the
15 following provisions:

16 (d) (II) As used in this subsection (1)(d):

17 (B) "Race" includes hair texture, hair type, HAIR LENGTH, or a
18 protective hairstyle that is commonly or historically associated with race.

19 **SECTION 7.** In Colorado Revised Statutes, 22-63-206, **amend**
20 (1)(b)(II) as follows:

21 **22-63-206. Transfer - compensation - definitions.** (1) (b) As
22 used in this subsection (1):

23 (II) "Race" includes hair texture, hair type, HAIR LENGTH, or a
24 protective hairstyle that is commonly or historically associated with race.

25 **SECTION 8.** In Colorado Revised Statutes, 24-34-301, **amend**
26 (21) as follows:

27 **24-34-301. Definitions.** As used in parts 3 to 10 of this article 34,

1 unless the context otherwise requires:

2 (21) "Race" includes hair texture, hair type, HAIR LENGTH, or a
3 protective hairstyle that is commonly or historically associated with race.

4 **SECTION 9.** In Colorado Revised Statutes, 24-50-112.5, **amend**
5 (1)(b)(II)(B) as follows:

6 **24-50-112.5. Selection system - definitions - rules - report -**
7 **repeal.** (1) (b) (II) As used in this subsection (1)(b):

8 (B) "Race" includes hair texture, hair type, HAIR LENGTH, or a
9 protective hairstyle that is commonly or historically associated with race.

10 **SECTION 10. Applicability.** This act applies to conduct
11 occurring on or after the effective date of this act.

12 **SECTION 11. Safety clause.** The general assembly finds,
13 determines, and declares that this act is necessary for the immediate
14 preservation of the public peace, health, or safety or for appropriations for
15 the support and maintenance of the departments of the state and state
16 institutions.