

HOUSE BILL 1444

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CF SB 531

By: **Delegates Smith, Wilkins, Acevero, Anderson, Attar, Atterbeary, Bagnall, D. Barnes, Barron, Bartlett, Barve, Boyce, C. Branch, Bridges, Brooks, Charkoudian, Charles, Conaway, Crutchfield, D.M. Davis, Feldmark, W. Fisher, Harrison, Healey, Henson, Hettleman, Ivey, C. Jackson, Kelly, Kerr, J. Lewis, R. Lewis, Lierman, Lopez, Love, Luedtke, Moon, Mosby, Pena–Melnyk, Proctor, Queen, Sample–Hughes, Shetty, Solomon, Stewart, Turner, Washington, Wells, and Williams**

Introduced and read first time: February 7, 2020

Assigned to: Health and Government Operations

A BILL ENTITLED

1 AN ACT concerning

2 **Discrimination – Definition of Race – Hair Texture and Hairstyles**

3 FOR the purpose of defining “race”, for the purposes of certain laws prohibiting
4 discrimination, to include certain traits associated with race, including hair texture
5 and certain hairstyles; defining “protective hairstyle”; and generally relating to
6 discrimination and the definition of “race”.

7 BY repealing and reenacting, with amendments,

8 Article – State Government

9 Section 20–101

10 Annotated Code of Maryland

11 (2014 Replacement Volume and 2019 Supplement)

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

13 That the Laws of Maryland read as follows:

14 **Article – State Government**

15 20–101.

16 (a) In Subtitles 1 through 11 of this title the following words have the meanings
17 indicated.

18 (b) “Commission” means the Commission on Civil Rights.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (c) "Complainant" means a person that files a complaint alleging a discriminatory
2 act under this title.

3 (d) "Discriminatory act" means an act prohibited under:

4 (1) Subtitle 3 of this title (Discrimination in Places of Public
5 Accommodation);

6 (2) Subtitle 4 of this title (Discrimination by Persons Licensed or Regulated
7 by Maryland Department of Labor);

8 (3) Subtitle 5 of this title (Discrimination in Leasing of Commercial
9 Property);

10 (4) Subtitle 6 of this title (Discrimination in Employment);

11 (5) Subtitle 7 of this title (Discrimination in Housing); or

12 (6) Subtitle 8 of this title (Aiding, Abetting, or Attempting Discriminatory
13 Act; Obstructing Compliance).

14 (e) "Gender identity" means the gender-related identity, appearance, expression,
15 or behavior of a person, regardless of the person's assigned sex at birth, which may be
16 demonstrated by:

17 (1) consistent and uniform assertion of the person's gender identity; or

18 (2) any other evidence that the gender identity is sincerely held as part of
19 the person's core identity.

20 **(F) "PROTECTIVE HAIRSTYLE" INCLUDES BRAIDS, TWISTS, AND LOCKS.**

21 **(G) "RACE" INCLUDES TRAITS ASSOCIATED WITH RACE, INCLUDING HAIR**
22 **TEXTURE, AFRO HAIRSTYLES, AND PROTECTIVE HAIRSTYLES.**

23 **[(f)] (H)** (1) "Respondent" means a person accused in a complaint of a
24 discriminatory act.

25 (2) "Respondent" includes a person identified during an investigation of a
26 complaint and joined as an additional or substitute respondent.

27 **[(g)] (I)** "Sexual orientation" means the identification of an individual as to
28 male or female homosexuality, heterosexuality, or bisexuality.

29 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
30 October 1, 2020.