HOUSE BILL 1444


Introduced and read first time: February 7, 2020
Assigned to: Health and Government Operations

Committee Report: Favorable
House action: Adopted
Read second time: March 10, 2020

CHAPTER _____

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
discrimination, to include certain traits associated with race, including hair texture
and certain hairstyles; defining “protective hairstyle”; and generally relating to
discrimination and the definition of “race”.

7 BY repealing and reenacting, with amendments,
   Article – State Government
   Section 20–101
Annotated Code of Maryland
(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.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law.
Underlining indicates amendments to bill.
Strike-out indicates matter stricken from the bill by amendment or deleted from the law by amendment.
(a) In Subtitles 1 through 11 of this title the following words have the meanings indicated.

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

(c) “Complainant” means a person that files a complaint alleging a discriminatory act under this title.

(d) “Discriminatory act” means an act prohibited under:

1. Subtitle 3 of this title (Discrimination in Places of Public Accommodation);
2. Subtitle 4 of this title (Discrimination by Persons Licensed or Regulated by Maryland Department of Labor);
3. Subtitle 5 of this title (Discrimination in Leasing of Commercial Property);
4. Subtitle 6 of this title (Discrimination in Employment);
5. Subtitle 7 of this title (Discrimination in Housing); or
6. Subtitle 8 of this title (Aiding, Abetting, or Attempting Discriminatory Act; Obstructing Compliance).

(e) “Gender identity” means the gender–related identity, appearance, expression, or behavior of a person, regardless of the person’s assigned sex at birth, which may be demonstrated by:

1. consistent and uniform assertion of the person’s gender identity; or
2. any other evidence that the gender identity is sincerely held as part of the person’s core identity.

(f) “PROTECTIVE HAIRSTYLE” INCLUDES BRAIDS, TWISTS, AND LOCKS.

(g) “RACE” INCLUDES TRAITS ASSOCIATED WITH RACE, INCLUDING HAIR TEXTURE, AFRO HAIRSTYLES, AND PROTECTIVE HAIRSTYLES.

(f) (H) (1) “Respondent” means a person accused in a complaint of a discriminatory act.

(2) “Respondent” includes a person identified during an investigation of a complaint and joined as an additional or substitute respondent.
“Sexual orientation” means the identification of an individual as to male or female homosexuality, heterosexuality, or bisexuality.

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