

SENATE BILL 531

D5

0lr3491
CF 0lr0364

By: **Senators Smith, Augustine, Benson, Carter, Ellis, Feldman, Griffith, Guzzone, Hayes, Hester, Lam, Lee, McCray, Patterson, Peters, Sydnor, Waldstreicher, Washington, and Zucker**

Introduced and read first time: January 30, 2020

Assigned to: Judicial Proceedings

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 historically associated with race, including
5 hair texture and certain hairstyles; defining “protective hairstyle”; and generally
6 relating to 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.

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

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

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

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

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

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

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

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

14 (1) consistent and uniform assertion of the person’s gender identity; or

15 (2) any other evidence that the gender identity is sincerely held as part of
16 the person’s core identity.

17 **(F) “PROTECTIVE HAIRSTYLE” MEANS A HAIRSTYLE DESIGNED TO**
18 **PROTECT THE ENDS OF THE HAIR BY DECREASING TANGLING, SHEDDING, AND**
19 **BREAKAGE, INCLUDING BRAIDS, TWISTS, AND LOCKS.**

20 **(G) “RACE” INCLUDES TRAITS HISTORICALLY ASSOCIATED WITH RACE,**
21 **INCLUDING HAIR TEXTURE, AFRO HAIRSTYLES, AND PROTECTIVE HAIRSTYLES.**

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

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

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

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