

Chapter 473

(House Bill 1444)

AN ACT concerning

Discrimination – Definition of Race – Hair Texture and Hairstyles

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”.

BY repealing and reenacting, with amendments,
 Article – State Government
 Section 20–101
 Annotated Code of Maryland
 (2014 Replacement Volume and 2019 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
 That the Laws of Maryland read as follows:

Article – State Government

20–101.

(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.

[(g)] (I) “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.

Enacted under Article II, § 17(c) of the Maryland Constitution, May 8, 2020.