AN ACT to:
(1) prohibit discrimination based on certain protective hairstyles; and
(2) generally amend County laws regarding discrimination.

By amending
Montgomery County Code
Chapter 8A, Cable Communications
Section 8A-15

Chapter 23A, Group Homes
Section 23A-10

Chapter 27, Human Rights and Civil Liberties
Section 27-6

Chapter 33, Personnel and Human Resources
Section 33-72

Chapter 53, Taxicabs
Section 53-312

The County Council for Montgomery County, Maryland approves the following Act:
Sec. 1. Sections 8A-15, 23A-10, 27-6, 33-72, and 53-312 are amended as follows:


(a) Unless approved by the County and to the extent consistent with federal law, a franchisee must not, in its cable service rates or charges, or in the availability of its cable services, or in any other respect, grant undue preferences or advantages to any subscriber or potential subscriber, or to any user or potential user, nor subject any of these persons to any undue prejudice or any disadvantage. Unless prohibited by applicable federal law, the County may require the franchisee to have a uniform rate structure for its cable services throughout the franchise area. A franchisee must not deny, delay, or otherwise burden service or discriminate against subscribers or users on the basis of age, race, religion, color, sex, sexual orientation, gender identity, handicap, national origin, or marital status, except for discounts for the elderly and handicapped, as defined in Chapter 27.

*   *   *

23A-10. License conditions.

*   *   *

(h) Discrimination. A group home provider must not discriminate in admitting or providing care to an individual because of the individual's race, color, religion, national origin, or disability, as defined in Chapter 27.

*   *   *

The following words and phrases have the following meanings, unless the context indicates otherwise:

* * * *

**Protective hairstyles** [[includes]] are those hairstyles necessitated by, or resulting from, the immutable characteristics of a hair texture associated with race, such as braids, locks, afros, curls, and twists.

* * * *

**Race** includes immutable traits [[historically]] associated with race, including hair texture and protective hairstyles.

* * * *

33-72. Employee organization responsibilities.

It shall be the responsibility of every employee organization not to:

* * * *

(e) Discriminate against an employee with regard to the terms or conditions of membership because of race, color, religion, creed, sex, age, national origin, ancestry, or marital status, as defined in Chapter 27.

53-312. Duty to accept and convey passengers.

* * * *

(b) A driver must not refuse to transport a passenger because of the passenger’s disability, race, color, marital status, religious creed, age, sex, national origin, sexual orientation, gender identity, or geographic location, as defined in Chapter 27.

* * * *

Sec. 2.

This Act is known as the “Montgomery County CROWN (Creating a Respectful and Open World for Natural Hair) Act.”
Approved:

[Signature]

11/6/19

Nancy Navarro, President, County Council

Approved:

[Signature]

11/2/19

Marc Elrich, County Executive

This is a correct copy of Council action.

[Signature]

11/12/19

Mary Anne Paradise, Acting Clerk of the Council