Bill No. 30-19

Concerning: Human Rights and Civil
Liberties - Race Discrimination Protective Hairstyles (CROWN Act)

Revised: 10/28/2019 Draft No. 4
Introduced: September 24, 2019

Enacted: November 5, 2019

Executive: November 7, 2019

Effective: February 6, 2020

Sunset Date: None

Ch. 26 , Laws of Mont. Co. 2019

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsors: Councilmember Jawando and Council President Navarro Co-Sponsors: Councilmembers Riemer, Hucker, Albornoz, Glass and Rice

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

Boldface *Heading or defined term.*

<u>Underlining</u>
Single boldface brackets]
Added to existing law by original bill.

Deleted from existing law by original bill.

<u>Double underlining</u> *Added by amendment.*

[[Double boldface brackets]] Deleted from existing law or the bill by amendment.

Existing law unaffected by bill.

1	Sec. 1. Sections 8A-15, 23A-10, 27-6, 33-72, and 53-312 are amended as
2	follows:
3	8A-15. Service discrimination and exclusive programming agreements
4	prohibited.
5	(a) Unless approved by the County and to the extent consistent with federa
6	law, a franchisee must not, in its cable service rates or charges, or in the

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.

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19 23A-10. License conditions.

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21 (h) *Discrimination*. A group home provider must not discriminate in 22 admitting or providing care to an individual because of the individual's 23 race, color, religion, national origin, or disability, as defined in Chapter 24 27.

25 * * *

26	27-6. Definitions.		
27	The following words and phrases have the following meanings, unless the		
28	context indicates otherwise:		
29	* * *		
30	Protective hairstyles [[includes]] are those hairstyles necessitated by, or		
31	resulting from, the immutable characteristics of a hair texture associated with		
32	race, such as braids, locks, afros, curls, and twists.		
33	* * *		
34	Race includes immutable traits [[historically]] associated with race, including		
35	hair texture and protective hairstyles.		
36	* * *		
37	33-72. Employee organization responsibilities.		
38	It shall be the responsibility of every employee organization not to:		
39	* * *		
40	(e) Discriminate against an employee with regard to the terms or conditions		
41	of membership because of race, color, religion, creed, sex, age, national		
42	origin, ancestry, or marital status, as defined in Chapter 27.		
43	53-312. Duty to accept and convey passengers.		
44	* * *		
45	(b) A driver must not refuse to transport a passenger because of the		
46	passenger's disability, race, color, marital status, religious creed, age, sex		
47	national origin, sexual orientation, gender identity, or geographic		
48	location, as defined in Chapter 27.		
49	* * *		
50	Sec. 2.		
51	This Act is known as the "Montgomery County CROWN (Creating a Respectfu		
52	and Open World for Natural Hair) Act."		

Maraganard pl	11/6/19	
Nancy Navarro, President, County Council	Date	
Approved:		
Men IS	11/7/19	
Marc Elrich, County Executive	Date	
This is a correct copy of Council action.		
Mary Anne Paradise	11/12/19	
Mary Anne Paradise, Acting Clerk of the Council	Date	

Approved: