



MANAGER MINUTE

SEPT 20, 2023

CROWN ACT

ISSUE 08



CROWN ACT

The Texas legislature recently passed HB 567.

- **CROWN Act** – an acronym for Create a Respectful and Open World for Natural Hair
 - Effective Date. September 1, 2023

Expands workplace protection for employees and educational programs protection for students by prohibiting discrimination based on hair texture or protective hairstyle commonly or historically associated with race.

- New protections have been incorporated into [HOOP Policy 183 - Nondiscrimination, Anti-Harassment and Equal Opportunity](#).
- **Hair Texture or Protective Hairstyle:** A particular way in which a person's hair is cut or arranged that is commonly or historically associated with race, including braids, locs/locks, and twists.
- Impacts any student or employee dress or grooming policy adopted by an institution of higher education, including a student dress or grooming policy for any extracurricular activity.

DOS AND DON'TS

- **DO** review your local policies to ensure compliance with this new regulation.
 - **DO NOT** include subjective terminology in policies that could be construed to violate this regulation.
 - **DO** ensure policies are both (1) connected to the institutions clinical and educational interests and (2) inclusive of hair texture and hairstyles connected to racial and ethnic identity, as well as religion.
 - **DO NOT** specifically prohibit braids, locs, twists, or similar hairstyles.
 - **DO NOT** ban hair that extends a certain number of inches from the scalp, thereby limiting Afros.
 - **DO NOT** restrict employees from holding specific roles (such as customer-facing positions) based on customer preference.
- **DO** aim to implement non-discriminatory measures (such as hairnets or hair ties) when policies address health and safety concerns.
- **DO** ensure that dress codes and grooming policies are applied consistently.
- **DO** contact Employee Relations for advice and guidance on revising policies and addressing potential policy violations.
- **DO NOT** ask employees to explain how their hairstyle is commonly or historically associated with race.
- **DO** refer employees with concerns to University Relations & Equal Opportunity.

ADDITIONAL RESOURCES

- [HOOP Policy 183 - Nondiscrimination, Anti-Harassment and Equal Opportunity](#).
- Employee Relations
 - Phone: 713-500-3180
 - Email: hremployeerelations@uth.tmc.edu
- University Relations & Equal Opportunity
 - Phone: 713-500-CALL (2255)
 - Email: call@uth.tmc.edu