

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

**H.B. 143**  
**Feb 16, 2023**  
**HOUSE PRINCIPAL CLERK**

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**HOUSE BILL DRH10055-LR-58**

Short Title: North Carolina CROWN Act. (Public)

Sponsors: Representative A. Baker.

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO ENACT THE NORTH CAROLINA CROWN ACT TO CREATE A  
3 RESPECTFUL AND OPEN WORLD FOR NATURAL HAIR.

4 The General Assembly of North Carolina enacts:

5 **SECTION 1.** This act shall be known and may be cited as the "North Carolina  
6 CROWN Act."

7 **SECTION 2.** Article 3 of Chapter 95 of the General Statutes is amended by adding  
8 a new section to read:

9 "**§ 95-28.1B. Discrimination against persons based on traits historically associated with**  
10 **race, hair texture, or hairstyle prohibited.**

11 (a) No person, firm, corporation, unincorporated association, State agency, unit of local  
12 government, or any public or private entity shall deny or refuse employment to any person or  
13 discharge any person from employment because of traits historically associated with race or on  
14 account of the person's hair texture or protective hairstyles.

15 (b) The following definitions apply in this section:

16 (1) Protective hairstyles. – Includes, but is not limited to, such hairstyles as bantu  
17 knots, braids, locks, and twists.

18 (2) Race. – Includes traits historically associated with race, including, but not  
19 limited to, hair texture, hair type, and protective hairstyles.

20 (c) This section shall not be construed to prevent the person from being discharged for  
21 cause."

22 **SECTION 3.** G.S. 95-241(a)(1) reads as rewritten:

23 "(a) No person shall discriminate or take any retaliatory action against an employee  
24 because the employee in good faith does or threatens to do any of the following:

25 (1) File a claim or complaint, initiate any inquiry, investigation, inspection,  
26 proceeding or other action, or testify or provide information to any person  
27 with respect to any of the following:

28 ...

29 f. ~~G.S. 95-28.1A.~~G.S. 95-28.1A or G.S. 95-28.1B.

30 ...."

31 **SECTION 4.** This act is effective when it becomes law and applies to employers,  
32 employees, and prospective employees on and after that date.

