

Missouri Legislation	Year	Definitions of race / Language used in statute
Missouri Human Rights Act	2017	"Discrimination", conduct proscribed herein, taken because of race, color, religion, national origin, ancestry, sex, or age as it relates to employment, disability, or familial status as it relates to housing;
Missouri City Ordinances	Year	Definitions of race / Language used in statute
Kansas City Ordinance	2020	Race is inclusive of traits historically associated with race including, but not limited to, hair texture and protective hairstyles.
St. Louis Ordinance	2021	"Hairstyle" includes hair textures and styles of any hair length such as protective hair and cultural hair textures and styles, and other forms of hair presentation. "Protective hair, natural and cultural hair textures and hairstyles" include hairstyles and hair textures most commonly associated with race, including, without limitation, braids, cornrows, locs, Bantu knots, Afros, and twists, whether or not hair extensions or treatments are used to create or maintain any such hairstyle, and whether or not the hairstyle is adorned by hair ornaments, beads or headwraps.
State Legislation: CROWN Act	Year	Definitions of race / Language used in statute
California	2019	"Race or ethnicity" includes ancestry, color, ethnic group identification, and ethnic background. "Race" is inclusive of traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, such hairstyles as braids, locs, locks, and twists.
Colorado	2020	"Protective Hairstyle" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and headwraps. "Race" includes hair texture, hair type, or a protective hairstyle that is commonly or associated with race.
Connecticut	2021	"Race" is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, bantu knots, afros and afro puffs.
Delaware	2021	"Protective hairstyle" includes braids, locks, and twists. "Race" includes traits historically associated with race, including hair texture and a protective hairstyle.
Illinois	2021	...and nondiscrimination, including assurances that the school will not prohibit hairstyles historically associated with race, ethnicity, or hair texture, including, but not limited to, protective hairstyles such as braids, locks, and twists.
Maryland	2020	"Protective Hairstyle" includes braids, twists, and locks. "Race" includes traits associated with race, including hair texture, afro hairstyles, and protective hairstyles.
Nebraska	2021	Race is inclusive of characteristics such as skin color, hair texture, and protective hairstyles Protective hairstyles includes braids, locks, and twists.
New Jersey	2019	"Race" is inclusive of traits historically associated with race, including, but not limited to, hair texture, hair type, and protective hairstyles. "Protective hair styles" includes, but is not limited to, such hairstyles as braids, locks, and twists.
New Mexico	2021	As used in this section: (1) "cultural or religious headdresses" includes hijabs, head wraps or other headdresses used as part of an individual's personal cultural or religious beliefs; (2) "protective hairstyles" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, weaves, wigs or head wraps; and (3) "race" includes traits historically associated with race, including hair texture, length of hair, protective hairstyles or cultural or religious headdresses."
New York	2019	The term "race" shall, for the purposes of this article include traits historically associated with race, including but not limited to, hair texture and protective hairstyles. The term "protective hairstyles" shall include, but not be limited to, such hairstyles as braids, locks, and twists.
Nevada	2021	"Protective hairstyle" includes, without limitation, hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists. "Race" includes traits associated with race, including, without limitation, hair texture and protective hairstyles.
Oregon	2021	"Protective hairstyle" means a hairstyle, hair color or manner of wearing hair that includes, but is not limited to, braids, regardless of whether the braids are created with extensions or styled with adornments, locs and twists. "Race" includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles.
Virginia	2020	The terms "because of race" or "on the basis of race" or terms of similar import when used in reference to discrimination in the Code and acts of the General Assembly include because of or on the basis of traits historically associated with race, including hair texture, hair type, and protective hairstyles such as braids, locks, and twists.
Washington	2020	"Race" is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. For purposes of this subsection, "protective hairstyles" includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.
Federal Action	Year	Definitions of race / Language used in statute
Civil Rights Act of 1964 (U.S. Congress: passed)	1964	Sec. 601. No person in the United States shall, on the ground of the race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.
Human Rights Act of 1977 (Washington, D.C.: passed)	1977	"Personal appearance" means the outward appearance of any person, irrespective of sex, with regard to bodily condition or characteristics, manner or style of dress, and manner style of personal grooming, including, but not limited to, hair style and beards. It shall not relate, however, to the requirement of cleanliness, uniforms, or prescribed standards, when uniformly applied for admittance to a public accommodation, or when uniformly applied to a class of employees for a reasonable business purpose; or when such bodily conditions or characteristics, style or manner of dress or personal grooming presents a danger to the health, welfare or safety of any individual.

U.S. Equal Employment Opportunity Commission: Section 15 Race and Color Discrimination	2006	<p>Hair: Employers can impose neutral hairstyle rules – e.g., that hair be neat, clean, and well-groomed – as long as the rules respect racial differences in hair textures and are applied evenhandedly. For example, Title VII prohibits employers from preventing African American women from wearing their hair in a natural, unpermed “afro” style that complies with the neutral hairstyle rule. Title VII also prohibits employers from applying neutral hairstyle rules more restrictively to hairstyles worn by African Americans.</p>
H.R. 5309 (U.S. Congress, referred to Senate - Judiciary)	2020	<p>No individual in the United States shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination under, any program or activity receiving Federal financial assistance, based on the individual's hair texture or hairstyle, if that hair texture or that hairstyle is commonly associated with a particular race or national origin (including a hairstyle in which hair is tightly coiled or tightly curled, locs, cornrows, twists, braids, Bantu knots, and Afros). The terms “race” and “national origin” mean, respectively, “race” within the meaning of the term in section 601 of that Act (42 U.S.C. 2000d) and “national origin” within the meaning of the term in that section 601.</p>
U.S. Code of Federal Regulations Title 29 Subtitle B Chapter XIV Part 1606 Section 1606.1	2022	<p>The Commission defines national origin discrimination broadly as including, but not limited to, the denial of equal employment opportunity because of an individual's, or his or her ancestor's, place of origin; or because an individual has the physical, cultural or linguistic characteristics of a national origin group</p>
Rogers v. American Airlines, Inc., 527 F. Supp. 229 (S.D.N.Y. 1981)	1981	<p>In any event, an all-braided hairstyle is a different matter. It is not the product of natural hair growth but of artifice. An all-braided hair style is an “easily changed characteristic,” and, even if socioculturally associated with a particular race or nationality, is not an impermissible basis for distinctions in the application of employment practices by an employer.</p>