

26 | these policies are more likely to burden or punish black
 27 | students compared to other groups, and

28 | WHEREAS, federal courts accept that Title VII of the Civil
 29 | Rights Act of 1964 prohibits discrimination based on race, and
 30 | therefore protects against discrimination against the natural
 31 | presentation of black hair, including afros, braids, twists, and
 32 | locks, NOW, THEREFORE,

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34 | Be It Enacted by the Legislature of the State of Florida:

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36 | Section 1. This act may be cited as the "Creating a
 37 | Respectful and Open World for Natural Hair Act" or "CROWN Act."

38 | Section 2. Subsection (2) of section 1000.05, Florida
 39 | Statutes, is amended to read:

40 | 1000.05 Discrimination against students and employees in
 41 | the Florida K-20 public education system prohibited; equality of
 42 | access required.—

43 | (2) (a) As used in this section, the term "protected
 44 | hairstyle" means hair characteristics historically associated
 45 | with race, such as hair texture and styles, including, but not
 46 | limited to, afros, braids, locks, or twists.

47 | (b) Discrimination on the basis of race, ethnicity,
 48 | national origin, gender, disability, religion, or marital status
 49 | against a student or an employee in the state system of public
 50 | K-20 education is prohibited. No person in this state shall, on

51 the basis of race, ethnicity, national origin, gender,
52 disability, religion, or marital status, be excluded from
53 participation in, be denied the benefits of, or be subjected to
54 discrimination under any public K-20 education program or
55 activity, or in any employment conditions or practices,
56 conducted by a public educational institution that receives or
57 benefits from federal or state financial assistance.

58 Additionally, discrimination on the basis of a protected
59 hairstyle against a student in the state system of public K-20
60 education is prohibited. A student may not be excluded from
61 participation in, or denied the benefits of, or be subjected to
62 discrimination under any public K-20 education program or
63 activity on the basis of a protected hairstyle.

64 (c)~~(b)~~ The criteria for admission to a program or course
65 shall not have the effect of restricting access by students
66 ~~persons~~ of a particular race, ethnicity, national origin,
67 gender, disability, religion, or marital status, or with a
68 protected hairstyle.

69 (d)~~(e)~~ All public K-20 education classes shall be
70 available to all students without regard to race, ethnicity,
71 protected hairstyle, national origin, gender, disability,
72 religion, or marital status; however, this is not intended to
73 eliminate the provision of programs designed to meet the needs
74 of students with limited proficiency in English, gifted
75 students, or students with disabilities or programs tailored to

76 | students with specialized talents or skills.

77 | ~~(e)-(d)~~ Students may be separated by gender for a single-
 78 | gender program as provided under s. 1002.311, for any portion of
 79 | a class that deals with human reproduction, or during
 80 | participation in bodily contact sports. For the purpose of this
 81 | section, bodily contact sports include wrestling, boxing, rugby,
 82 | ice hockey, football, basketball, and other sports in which the
 83 | purpose or major activity involves bodily contact.

84 | ~~(f)-(e)~~ Guidance services, counseling services, and
 85 | financial assistance services in the state public K-20 education
 86 | system shall be available to students equally. Guidance and
 87 | counseling services, materials, and promotional events shall
 88 | stress access to academic and career opportunities for students
 89 | without regard to race, ethnicity, protected hairstyle, national
 90 | origin, gender, disability, religion, or marital status.

91 | Section 3. Subsection (7) of section 1002.20, Florida
 92 | Statutes, is amended to read:

93 | 1002.20 K-12 student and parent rights.—Parents of public
 94 | school students must receive accurate and timely information
 95 | regarding their child's academic progress and must be informed
 96 | of ways they can help their child to succeed in school. K-12
 97 | students and their parents are afforded numerous statutory
 98 | rights including, but not limited to, the following:

99 | (7) NONDISCRIMINATION.—All education programs, activities,
 100 | and opportunities offered by public educational institutions

101 must be made available without discrimination on the basis of
 102 race, ethnicity, national origin, gender, disability, religion,
 103 or marital status, in accordance with ~~the provisions of s.~~
 104 1000.05. For purposes of this subsection, the term "race" is
 105 inclusive of traits historically associated with race,
 106 including, but not limited to, hair texture, hair type, and
 107 protective hairstyles. The term "protective hairstyles"
 108 includes, but is not limited to, braids, locks, or twists.

109 Section 4. Paragraph (a) of subsection (1) of section
 110 1002.421, Florida Statutes, is amended to read:

111 1002.421 State school choice scholarship program
 112 accountability and oversight.—

113 (1) PRIVATE SCHOOL ELIGIBILITY AND OBLIGATIONS.—A private
 114 school participating in an educational scholarship program
 115 established pursuant to this chapter must be a private school as
 116 defined in s. 1002.01(2) in this state, be registered, and be in
 117 compliance with all requirements of this section in addition to
 118 private school requirements outlined in s. 1002.42, specific
 119 requirements identified within respective scholarship program
 120 laws, and other provisions of Florida law that apply to private
 121 schools, and must:

122 (a) Comply with the antidiscrimination provisions of 42
 123 U.S.C. s. 2000d. For purposes of this paragraph, the term "race"
 124 as used in 42 U.S.C. s. 2000d is inclusive of traits
 125 historically associated with race, including, but not limited

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126 | to, hair texture, hair type, and protective hairstyles. The term
127 | "protective hairstyles" includes, but is not limited to, braids,
128 | locks, or twists.

129 |
130 | The department shall suspend the payment of funds to a private
131 | school that knowingly fails to comply with this subsection, and
132 | shall prohibit the school from enrolling new scholarship
133 | students, for 1 fiscal year and until the school complies. If a
134 | private school fails to meet the requirements of this subsection
135 | or has consecutive years of material exceptions listed in the
136 | report required under paragraph (q), the commissioner may
137 | determine that the private school is ineligible to participate
138 | in a scholarship program.

139 | Section 5. This act shall take effect July 1, 2022.