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26 health ramifications, and

27 WHEREAS, school dress code policies that prohibit natural  
 28 hair, including afros, and certain hairstyles, such as braids,  
 29 twists, and locks, have a disparate impact on black students as  
 30 these policies are more likely to burden or punish black  
 31 students compared to other groups, and

32 WHEREAS, federal courts accept that Title VII of the Civil  
 33 Rights Act of 1964 prohibits discrimination based on race, and  
 34 therefore protects against discrimination against the natural  
 35 presentation of black hair, including afros, braids, twists, and  
 36 locks, NOW, THEREFORE,

37

38 Be It Enacted by the Legislature of the State of Florida:

39

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

42 Section 2. Subsection (2), paragraph (e) of subsection  
 43 (3), and subsection (4) of section 1000.05, Florida Statutes,  
 44 are amended to read:

45 1000.05 Discrimination against students and employees in  
 46 the Florida K-20 public education system prohibited; equality of  
 47 access required.—

48 (2) (a) As used in this section, the term "protected  
 49 hairstyle" means hair characteristics historically associated  
 50 with race, such as hair texture and styles, including, but not

51 limited to, afros, braids, locks, or twists.

52 (b) Discrimination on the basis of race, color, national  
53 origin, sex, disability, religion, or marital status against a  
54 student or an employee in the state system of public K-20  
55 education is prohibited. No person in this state shall, on the  
56 basis of race, color, national origin, sex, disability,  
57 religion, or marital status, be excluded from participation in,  
58 be denied the benefits of, or be subjected to discrimination  
59 under any public K-20 education program or activity, or in any  
60 employment conditions or practices, conducted by a public  
61 educational institution that receives or benefits from federal  
62 or state financial assistance. Additionally, discrimination on  
63 the basis of a protected hairstyle against a student in the  
64 state system of public K-20 education is prohibited. A student  
65 may not be excluded from participation in, or denied the  
66 benefits of, or be subjected to discrimination under any public  
67 K-20 education program or activity on the basis of a protected  
68 hairstyle.

69 (c) ~~(b)~~ The criteria for admission to a program or course  
70 may shall not have the effect of restricting access by students  
71 ~~persons~~ of a particular race, color, national origin, sex,  
72 disability, religion, or marital status, or with a protected  
73 hairstyle.

74 (d) ~~(e)~~ All public K-20 education classes must shall be  
75 available to all students without regard to race, color,

76 | protected hairstyle, national origin, sex, disability, religion,  
77 | or marital status; however, this is not intended to eliminate  
78 | the provision of programs designed to meet the needs of students  
79 | with limited proficiency in English, gifted students, or  
80 | students with disabilities or programs tailored to students with  
81 | specialized talents or skills.

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

89 | (f)~~(e)~~ Guidance services, counseling services, and  
90 | financial assistance services in the state public K-20 education  
91 | system must ~~shall~~ be available to students equally. Guidance and  
92 | counseling services, materials, and promotional events must  
93 | ~~shall~~ stress access to academic and career opportunities for  
94 | students without regard to race, color, protected hairstyle,  
95 | national origin, sex, disability, religion, or marital status.

96 | (3)

97 | (e) A public school or Florida College System institution  
98 | may provide separate toilet, locker room, and shower facilities  
99 | on the basis of sex ~~gender~~, but such facilities must ~~shall~~ be  
100 | comparable to such facilities provided for students of the other

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101 sex.

102 (4)(a) It shall constitute discrimination on the basis of  
103 race, color, protected hairstyle, national origin, or sex under  
104 this section to subject any student or employee to training or  
105 instruction that espouses, promotes, advances, inculcates, or  
106 compels such student or employee to believe any of the following  
107 concepts:

108 1. Members of one race, color, national origin, or sex, or  
109 persons with a protected hairstyle, are morally superior to  
110 members of another race, color, national origin, or sex, or  
111 persons with a protected hairstyle.

112 2. A person, by virtue of his or her race, color,  
113 protected hairstyle, national origin, or sex, is inherently  
114 racist, sexist, or oppressive, whether consciously or  
115 unconsciously.

116 3. A person's moral character or status as either  
117 privileged or oppressed is necessarily determined by his or her  
118 race, color, protected hairstyle, national origin, or sex.

119 4. Members of one race, color, national origin, or sex, or  
120 persons with a protected hairstyle, cannot and should not  
121 attempt to treat others without respect to race, protected  
122 hairstyle, color, national origin, or sex.

123 5. A person, by virtue of his or her race, protected  
124 hairstyle, color, national origin, or sex, bears responsibility  
125 for, or should be discriminated against or receive adverse

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126 treatment because of, actions committed in the past by other  
127 members of the same race, color, national origin, or sex, or  
128 persons with a protected hairstyle.

129 6. A person, by virtue of his or her race, protected  
130 hairstyle, color, national origin, or sex, should be  
131 discriminated against or receive adverse treatment to achieve  
132 diversity, equity, or inclusion.

133 7. A person, by virtue of his or her race, protected  
134 hairstyle, color, sex, or national origin, bears personal  
135 responsibility for and must feel guilt, anguish, or other forms  
136 of psychological distress because of actions, in which the  
137 person played no part, committed in the past by other members of  
138 the same race, color, national origin, or sex, or persons with a  
139 protected hairstyle.

140 8. Such virtues as merit, excellence, hard work, fairness,  
141 neutrality, objectivity, and racial colorblindness are racist or  
142 sexist, or were created by members of a particular race, color,  
143 national origin, or sex, or persons with a protected hairstyle,  
144 to oppress members of another race, color, national origin, or  
145 sex, or persons with a protected hairstyle.

146 (b) Paragraph (a) may not be construed to prohibit  
147 discussion of the concepts listed therein as part of a larger  
148 course of training or instruction, provided such training or  
149 instruction is given in an objective manner without endorsement  
150 of the concepts.

151 Section 3. Subsection (7) of section 1002.20, Florida  
 152 Statutes, is amended to read:

153 1002.20 K-12 student and parent rights.—Parents of public  
 154 school students must receive accurate and timely information  
 155 regarding their child's academic progress and must be informed  
 156 of ways they can help their child to succeed in school. K-12  
 157 students and their parents are afforded numerous statutory  
 158 rights including, but not limited to, the following:

159 (7) NONDISCRIMINATION.—All education programs, activities,  
 160 and opportunities offered by public educational institutions  
 161 must be made available without discrimination on the basis of  
 162 race, ~~ethnicity~~, national origin, sex gender, disability,  
 163 religion, or marital status, in accordance with ~~the provisions~~  
 164 ~~of~~ s. 1000.05. For purposes of this subsection, the term "race"  
 165 is inclusive of traits historically associated with race,  
 166 including, but not limited to, hair texture, hair type, and  
 167 protective hairstyles. The term "protective hairstyles"  
 168 includes, but is not limited to, afros, braids, locks, or  
 169 twists.

170 Section 4. Paragraph (a) of subsection (6) of section  
 171 1002.395, Florida Statutes, is amended to read:

172 1002.395 Florida Tax Credit Scholarship Program.—

173 (6) OBLIGATIONS OF ELIGIBLE NONPROFIT SCHOLARSHIP-FUNDING  
 174 ORGANIZATIONS.—An eligible nonprofit scholarship-funding  
 175 organization:

176 (a) Must comply with the antidiscrimination provisions of  
 177 42 U.S.C. s. 2000d. For purposes of this paragraph, the term  
 178 "race" as used in 42 U.S.C. s. 2000d is inclusive of traits  
 179 historically associated with race, including, but not limited  
 180 to, hair texture, hair type, and protective hairstyles. The term  
 181 "protective hairstyles" includes, but is not limited to, afros,  
 182 braids, locks, or twists.

183

184 Information and documentation provided to the Department of  
 185 Education and the Auditor General relating to the identity of a  
 186 taxpayer that provides an eligible contribution under this  
 187 section shall remain confidential at all times in accordance  
 188 with s. 213.053.

189 Section 5. Paragraph (a) of subsection (1) of section  
 190 1002.421, Florida Statutes, is amended to read:

191 1002.421 State school choice scholarship program  
 192 accountability and oversight.—

193 (1) PRIVATE SCHOOL ELIGIBILITY AND OBLIGATIONS.—A private  
 194 school participating in an educational scholarship program  
 195 established pursuant to this chapter must be a private school as  
 196 defined in s. 1002.01 in this state, be registered, and be in  
 197 compliance with all requirements of this section in addition to  
 198 private school requirements outlined in s. 1002.42, specific  
 199 requirements identified within respective scholarship program  
 200 laws, and other provisions of Florida law that apply to private



201 schools, and must:

202 (a) Comply with the antidiscrimination provisions of 42  
 203 U.S.C. s. 2000d. For purposes of this paragraph, the term "race"  
 204 as used in 42 U.S.C. s. 2000d is inclusive of traits  
 205 historically associated with race, including, but not limited  
 206 to, hair texture, hair type, and protective hairstyles. The term  
 207 "protective hairstyles" includes, but is not limited to, afros,  
 208 braids, locks, or twists.

209  
 210 The department shall suspend the payment of funds to a private  
 211 school that knowingly fails to comply with this subsection, and  
 212 shall prohibit the school from enrolling new scholarship  
 213 students, for 1 fiscal year and until the school complies. If a  
 214 private school fails to meet the requirements of this subsection  
 215 or has consecutive years of material exceptions listed in the  
 216 report required under paragraph (q), the commissioner may  
 217 determine that the private school is ineligible to participate  
 218 in a scholarship program.

219 Section 6. Paragraph (c) of subsection (6) of section  
 220 1002.53, Florida Statutes, is amended to read:

221 1002.53 Voluntary Prekindergarten Education Program;  
 222 eligibility and enrollment.—

223 (6)

224 (c) Each private prekindergarten provider and public  
 225 school must comply with the antidiscrimination requirements of

226 42 U.S.C. s. 2000d, regardless of whether the provider or school  
 227 receives federal financial assistance. For purposes of this  
 228 paragraph, the term "race" as used in 42 U.S.C. s. 2000d is  
 229 inclusive of traits historically associated with race,  
 230 including, but not limited to, hair texture, hair type, and  
 231 protective hairstyles. The term "protective hairstyles"  
 232 includes, but is not limited to, afros, braids, locks, or  
 233 twists. A private prekindergarten provider or public school may  
 234 not discriminate against a parent or child, including the  
 235 refusal to admit a child for enrollment in the Voluntary  
 236 Prekindergarten Education Program, in violation of these  
 237 antidiscrimination requirements.

238 Section 7. Paragraph (c) of subsection (3) of section  
 239 1003.42, Florida Statutes, is amended to read:

240 1003.42 Required instruction.—

241 (3) The Legislature acknowledges the fundamental truth  
 242 that all persons are equal before the law and have inalienable  
 243 rights. Accordingly, instruction and supporting materials on the  
 244 topics enumerated in this section must be consistent with the  
 245 following principles of individual freedom:

246 (c) No person should be discriminated against or receive  
 247 adverse treatment solely or partly on the basis of race,  
 248 protected hairstyle, color, national origin, religion,  
 249 disability, or sex. For purposes of this paragraph, the term  
 250 "protected hairstyle" means hair characteristics historically

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251 associated with race, such as hair texture and styles,  
252 including, but not limited to, afros, braids, locks, or twists.  
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254 Instructional personnel may facilitate discussions and use  
255 curricula to address, in an age-appropriate manner, how the  
256 freedoms of persons have been infringed by sexism, slavery,  
257 racial oppression, racial segregation, and racial  
258 discrimination, including topics relating to the enactment and  
259 enforcement of laws resulting in sexism, racial oppression,  
260 racial segregation, and racial discrimination, including how  
261 recognition of these freedoms have overturned these unjust laws.  
262 However, classroom instruction and curriculum may not be used to  
263 indoctrinate or persuade students to a particular point of view  
264 inconsistent with the principles of this subsection or state  
265 academic standards.

266 Section 8. Paragraph (b) of subsection (5) of section  
267 1004.935, Florida Statutes, is amended to read:

268 1004.935 Adults with Disabilities Workforce Education  
269 Program.—

270 (5) A private school that participates in the program may  
271 be sectarian or nonsectarian and must:

272 (b) Comply with the antidiscrimination provisions of 42  
273 U.S.C. s. 2000d. For purposes of this paragraph, the term "race"  
274 as used in 42 U.S.C. s. 2000d is inclusive of traits  
275 historically associated with race, including, but not limited

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276 | to, hair texture, hair type, and protective hairstyles. The term  
277 | "protective hairstyles" includes, but is not limited to, afros,  
278 | braids, locks, or twists.

279

280 | The inability of a private school to meet the requirements of  
281 | this subsection constitutes a basis for the ineligibility of the  
282 | private school to participate in the program.

283 | Section 9. This act shall take effect July 1, 2024.