

SENATE SUBSTITUTE
FOR
SENATE BILL NO. 38
AN ACT

To amend chapter 160, RSMo, by adding thereto one new section relating to discriminatory practices as such practices relate to hairstyles in elementary and secondary educational institutions.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Chapter 160, RSMo, is amended by adding thereto
2 one new section, to be known as section 160.083, to read as
3 follows:

160.083. 1. This section shall be known and may be
2 cited as the "Missouri Creating a Respectful and Open World
3 for Natural Hair (Missouri CROWN) Act".

4 2. As used in this section, the following terms mean:

5 (1) "Educational institution", any public or private
6 prekindergarten program, public or private elementary or
7 secondary school, charter school, or public or private
8 school board, charter school governing board, or other
9 school administrative body;

10 (2) "Protective hairstyles", includes, but is not
11 limited to, such hairstyles and coverings that are designed
12 to protect textured hair from damage so it may be worn in
13 its natural state as braids, locks, twists, and afros;

14 (3) "Race", includes a perception that a person is of
15 a particular racial group based upon shared physical traits
16 associated with ancestral origin or ethnicity, shared
17 cultural attributes, and similar physical characteristics
18 such as skin color and facial features;

19 (4) "State financial assistance", any funds or other
20 form of financial aid appropriated or authorized under the
21 laws of this state, or under any federal law administered by

22 any state agency, for the purpose of providing assistance to
23 any educational institution for its own benefit or for the
24 benefit of any pupils admitted to the educational
25 institution. "State financial assistance" shall include,
26 but not be limited to, all of the following:

27 (a) Grants of state property, or any interest therein;

28 (b) Provision of the services of state personnel; and

29 (c) Funds provided by contract, tax rebate,

30 appropriation, allocation, or formula;

31 (5) "State student financial aid", any funds or other
32 form of financial aid appropriated or authorized under the
33 laws of this state, or under any federal law administered by
34 any state agency, for the purpose of providing assistance
35 directly to any student admitted to an educational
36 institution. "State student financial aid" shall include,
37 but not be limited to, scholarships, loans, grants, or wages.

38 3. No person shall be subjected to discrimination
39 based on the person's hair texture or protective hairstyle,
40 if that protective hairstyle or texture is commonly
41 associated with a particular race or origin, in any program
42 or activity conducted by an educational institution that
43 receives or benefits from state financial assistance or
44 enrolls pupils who receive state student financial aid,
45 provided, however, that such institution may require the use
46 of hair nets or coverings or may require that hair be
47 secured for safety purposes in any career and technical
48 training course or class to comply with safety regulations
49 and standards of the course or class throughout the duration
50 of the course or class.

51 4. The provisions of subsection 3 of this section
52 shall not apply to an educational institution that is
53 controlled by a religious organization if the application of

54 such provision would not be consistent with the religious
55 tenets of that organization.