

Preventing Hair Discrimination

The Minnesota Department of Human Rights (MDHR) envisions a world where everyone can lead lives full of dignity and joy, free from discrimination. Under the Minnesota Human Rights Act, Minnesotans have the right to express their racial identity through natural hair textures and styles without being discriminated against.



What is the Law?

On January 31, 2023, Governor Walz signed the CROWN Act into Law. The CROWN Act confirms protection against discrimination based on raced-based natural hair texture and styles such as braids, locs, and twists under the Minnesota Human Rights Act.

Where Does the Law Apply?

Anywhere the Minnesota Human Rights Act applies.



Schools



Apartments



Workplaces



Banks



Restaurants



Businesses



Stores



Government Buildings

Examples of Hair Discrimination

- An employer fires Black employee for wearing braids.
- A school forces Black student athletes to shave their locs or forfeit their match.
- A restaurant denies entry to a Black couple with twists because of the restaurant's policy that patrons "dress nicely."

Ways to Build a More Inclusive Minnesota to Prevent Discrimination

Employers, schools, landlords, and businesses all have a role to play when it comes to creating inclusive spaces that are free from discrimination for Minnesotans. Below are some ways to prevent hair discrimination.

1

Create Strong Policies: Create and distribute a policy that affirms natural hair textures and styles and prohibits racial discrimination. If there are policies based on health and safety, such as requiring hair to be tied up or put in a net, those policies must apply equally to all hair styles and textures.

2

Provide Meaningful Trainings: Train employees on policies that prohibit race discrimination, including hair discrimination, and train employees about the importance of intentionally creating inclusive spaces, free from discrimination.

3

Enforce Policies: Enforce policies that prohibit race discrimination, including hair discrimination, and hold supervisors and employees accountable for failing to report or address discrimination or harassment.

Experienced Discrimination?

Contact the Minnesota Department of Human Rights at mn.gov/mdhr or call 1-833-454-0148.