

House File 471 - Introduced

HOUSE FILE 471

BY ANDERSON, GAINES,
THEDE, ABDUL-SAMAD,
WESSEL-KROESCHELL, B.
MEYER, JAMES, MASCHER,
KURTH, OLDSON, SMITH, and
CAHILL

A BILL FOR

1 An Act prohibiting discrimination based on an individual's
2 texture or style of hair.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 8A.416, Code 2021, is amended by adding
2 the following new subsection:

3 NEW SUBSECTION. 8. For purposes of this section:

4 a. *"Natural or protective hairstyle"* means the same as
5 defined in section 216.2.

6 b. *"Race"* means the same as defined in section 216.2.

7 Sec. 2. Section 15A.1, subsection 1, paragraph b, Code 2021,
8 is amended to read as follows:

9 b. For purposes of this chapter, ~~*"economic*~~:

10 (1) *"Economic development"* means private or joint public
11 and private investment involving the creation of new jobs and
12 income or the retention of existing jobs and income that would
13 otherwise be lost.

14 (2) *"Natural or protective hairstyle"* means the same as
15 defined in section 216.2.

16 (3) *"Race"* means the same as defined in section 216.2.

17 Sec. 3. Section 19B.1, Code 2021, is amended by adding the
18 following new subsections:

19 NEW SUBSECTION. 1A. *"Natural or protective hairstyle"* means
20 the same as defined in section 216.2.

21 NEW SUBSECTION. 1B. *"Race"* means the same as defined in
22 section 216.2.

23 Sec. 4. Section 216.2, Code 2021, is amended by adding the
24 following new subsections:

25 NEW SUBSECTION. 12A. *"Natural or protective hairstyle"*
26 includes but is not limited to braids, locs, twists, tight
27 coils or curls, cornrows, bantu knots, afros, and headwraps.

28 NEW SUBSECTION. 13A. *"Race"* is a grouping of humans based
29 upon physical traits commonly or historically associated with a
30 group including but not limited to skin color, hair texture,
31 hair type, or a natural or protective hairstyle.

32 Sec. 5. NEW SECTION. 216.23 **Equal rights under the law.**

33 1. A person in the state of Iowa shall not be excluded from
34 participation in, be denied the benefits of, or be subjected
35 to discrimination under, any program or activity receiving

1 state financial assistance, based on the person's natural
2 or protective hairstyle, race, creed, color, sex, sexual
3 orientation, gender identity, national origin, religion,
4 ancestry, or disability.

5 2. A person in the state of Iowa shall not be subjected to
6 a practice prohibited under 42 U.S.C. §1981(c), based on the
7 person's natural or protective hairstyle, race, creed, color,
8 sex, sexual orientation, gender identity, national origin,
9 religion, ancestry, or disability.

10 Sec. 6. Section 256.2, Code 2021, is amended by adding the
11 following new subsections:

12 NEW SUBSECTION. 3A. "*Natural or protective hairstyle*" means
13 the same as defined in section 216.2.

14 NEW SUBSECTION. 3B. "*Race*" means the same as defined in
15 section 216.2.

16 Sec. 7. Section 256B.2, subsection 1, Code 2021, is amended
17 by adding the following new paragraphs:

18 NEW PARAGRAPH. *0b.* "*Natural or protective hairstyle*" means
19 the same as defined in section 216.2.

20 NEW PARAGRAPH. *00b.* "*Race*" means the same as defined in
21 section 216.2.

22 Sec. 8. Section 256F.2, Code 2021, is amended by adding the
23 following new subsections:

24 NEW SUBSECTION. 6A. "*Natural or protective hairstyle*" means
25 the same as defined in section 216.2.

26 NEW SUBSECTION. 6B. "*Race*" means the same as defined in
27 section 216.2.

28 Sec. 9. Section 261A.4, Code 2021, is amended by adding the
29 following new subsections:

30 NEW SUBSECTION. 17. "*Natural or protective hairstyle*" means
31 the same as defined in section 216.2.

32 NEW SUBSECTION. 18. "*Race*" means the same as defined in
33 section 216.2.

34 Sec. 10. Section 279.58, Code 2021, is amended by adding the
35 following new subsection:

1 NEW SUBSECTION. 3. *a.* The board of directors of a school
2 district shall not adopt, for the district or for an individual
3 school within the district, a dress code policy that prohibits
4 students from wearing natural or protective hairstyles that are
5 commonly or historically associated with a race.

6 *b.* For purposes of this subsection:

7 (1) "*Natural or protective hairstyle*" means the same as
8 defined in section 216.2.

9 (2) "*Race*" means the same as defined in section 216.2.

10 Sec. 11. Section 280.2, Code 2021, is amended by adding the
11 following new subsections:

12 NEW SUBSECTION. 1A. "*Natural or protective hairstyle*" means
13 the same as defined in section 216.2.

14 NEW SUBSECTION. 3. "*Race*" means the same as defined in
15 section 216.2.

16 Sec. 12. Section 341A.1, Code 2021, is amended by adding the
17 following new subsections:

18 NEW SUBSECTION. 4. "*Natural or protective hairstyle*" means
19 the same as defined in section 216.2.

20 NEW SUBSECTION. 5. "*Race*" means the same as defined in
21 section 216.2.

22 Sec. 13. Section 400.17, Code 2021, is amended by adding the
23 following new subsection:

24 NEW SUBSECTION. 5. For the purposes of this section:

25 *a.* "*Natural or protective hairstyle*" means the same as
26 defined in section 216.2.

27 *b.* "*Race*" means the same as defined in section 216.2.

28 Sec. 14. Section 602.1401, Code 2021, is amended by adding
29 the following new subsection:

30 NEW SUBSECTION. 7. For the purposes of this section:

31 *a.* "*Natural or protective hairstyle*" means the same as
32 defined in section 216.2.

33 *b.* "*Race*" means the same as defined in section 216.2.

34 Sec. 15. Section 729.4, Code 2021, is amended by adding the
35 following new subsection:

1 NEW SUBSECTION. 4. For the purposes of this section:

2 a. *"Natural or protective hairstyle"* means the same as
3 defined in section 216.2.

4 b. *"Race"* means the same as defined in section 216.2.

5 EXPLANATION

6 The inclusion of this explanation does not constitute agreement with
7 the explanation's substance by the members of the general assembly.

8 This bill provides an additional prohibition against
9 discrimination in schools, workplaces, housing, places of
10 public accommodations, and other contexts on the basis of hair
11 texture, hair type, and natural or protective hairstyles that
12 are historically and commonly associated with race.

13 The following current Code sections prohibit discrimination
14 based on race: Code section 8A.416 (state employment), Code
15 section 15A.1 (state disbursement of grant funds), Code section
16 19B.1 (state employment and contracts), Code chapter 216 (civil
17 rights commission), Code chapter 256 (department of education),
18 Code chapter 256B (area education agencies), Code chapter
19 256F (charter schools and innovation zone schools), Code
20 chapter 261A (higher education loan authority), Code section
21 279.58 (school directors), Code chapter 280 (uniform school
22 requirements), Code section 341A.1 (civil service for deputy
23 county sheriffs), Code section 400.17 (employees under civil
24 service), Code section 602.1401 (judicial personnel), and Code
25 section 729.4 (fair employment practices). The bill further
26 provides that an individual cannot be discriminated against for
27 state assistance programs and that no person in Iowa shall be
28 subjected to a practice prohibited under 42 U.S.C. §1981(c),
29 based upon the person's natural or protective hairstyle,
30 race, creed, color, sex, sexual orientation, gender identity,
31 national origin, religion, ancestry, or disability.

32 The bill provides that discrimination on the basis of
33 race includes discrimination on the basis of natural or
34 protective hairstyles. The bill defines "natural or protective
35 hairstyles" to include but is not limited to braids, locs,

H.F. 471

1 twists, tight coils or curls, cornrows, bantu knots, afros, and
2 headwraps.