

State of Tennessee

PUBLIC CHAPTER NO. 1078

SENATE BILL NO. 136

By Akbari, Gilmore, Campbell, Robinson, Lamar

Substituted for: House Bill No. 204

By Camper, Parkinson, Harris, Hardaway, Dixie, Love, Hakeem, McKenzie, Towns, Miller, Clemmons, Thompson, Cooper

AN ACT to amend Tennessee Code Annotated, Title 4, Chapter 21; Title 8; Title 49 and Title 50, relative to discrimination.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act is known and may be cited as the "CROWN Act: Create a Respectful and Open World for Natural Hair."

SECTION 2. Tennessee Code Annotated, Title 50, Chapter 1, Part 3, is amended by adding the following as a new section:

(a) As used in this section:

(1) "Commissioner" means the commissioner of labor and workforce development or the commissioner's designee;

(2) "Employee" means an individual who performs services for an employer for valuable consideration, and does not include a self-employed independent contractor; and

(3) "Employer" means an individual or entity that employs one (1) or more employees and includes this state and political subdivisions of this state.

(b) An employer shall not adopt a policy that does not permit an employee to wear the employee's hair in braids, locs, twists, or another manner that is part of the cultural identification of the employee's ethnic group or that is a physical characteristic of the employee's ethnic group.

(c)(1) A policy in violation of subsection (b) is deemed discriminatory and void as against the public policy of this state. A violation of this section does not form the basis for a violation of another provision of law.

(2) This section does not create a private cause of action.

(d) An employee may file a complaint for a violation of this section with the commissioner. The commissioner shall provide a warning to an employer in violation of this section.

(e) This section does not apply to:

(1) A public safety employee if it would prevent the employee from performing essential functions of the employee's job requirements during the course of employment; or

(2) A policy that an employer must adopt to adhere to common industry safety standards, to maintain reasonable safety measures, or to comply with federal or state laws, rules, or regulations relative to health or safety.

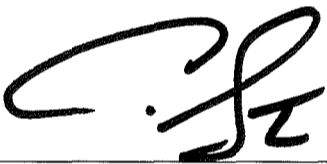
SECTION 3. This act takes effect on July 1, 2022, the public welfare requiring it.

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PASSED: April 27, 2022



RANDY MCNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 27th day of May 2022



BILL LEE, GOVERNOR