

Bill No. 30-19  
Concerning: Human Rights and Civil Liberties – Race Discrimination – Protective Hairstyles (CROWN Act)  
Revised: 10/28/2019 Draft No. 4  
Introduced: September 24, 2019  
Enacted: November 5, 2019  
Executive: \_\_\_\_\_  
Effective: \_\_\_\_\_  
Sunset Date: None  
Ch. \_\_\_\_\_, Laws of Mont. Co. \_\_\_\_\_

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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Lead Sponsors: Councilmember Jawando and Council President Navarro  
Co-Sponsors: Councilmembers Riemer, Hucker, Albornoz, Glass and Rice

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**AN ACT** to:

- (1) prohibit discrimination based on certain protective hairstyles; and
- (2) generally amend County laws regarding discrimination.

By amending

Montgomery County Code  
Chapter 8A, Cable Communications  
Section 8A-15

Chapter 23A, Group Homes  
Section 23A-10

Chapter 27, Human Rights and Civil Liberties  
Section 27-6

Chapter 33, Personnel and Human Resources  
Section 33-72

Chapter 53, Taxicabs  
Section 53-312

**Boldface**

Underlining

[Single boldface brackets]

Double underlining

[[Double boldface brackets]]

\* \* \*

*Heading or defined term.*

*Added to existing law by original bill.*

*Deleted from existing law by original bill.*

*Added by amendment.*

*Deleted from existing law or the bill by amendment.*

*Existing law unaffected by bill.*

*The County Council for Montgomery County, Maryland approves the following Act:*

1           **Sec. 1. Sections 8A-15, 23A-10, 27-6, 33-72, and 53-312 are amended as**  
2     **follows:**

3     **8A-15. Service discrimination and exclusive programming agreements**  
4     **prohibited.**

5           (a)    Unless approved by the County and to the extent consistent with federal  
6                  law, a franchisee must not, in its cable service rates or charges, or in the  
7                  availability of its cable services, or in any other respect, grant undue  
8                  preferences or advantages to any subscriber or potential subscriber, or to  
9                  any user or potential user, nor subject any of these persons to any undue  
10                 prejudice or any disadvantage. Unless prohibited by applicable federal  
11                 law, the County may require the franchisee to have a uniform rate  
12                 structure for its cable services throughout the franchise area. A franchisee  
13                 must not deny, delay, or otherwise burden service or discriminate against  
14                 subscribers or users on the basis of age, race, religion, color, sex, sexual  
15                 orientation, gender identity, handicap, national origin, or marital status,  
16                 except for discounts for the elderly and handicapped, as defined in  
17                 Chapter 27.

18   \*     \*     \*

19     **23A-10. License conditions.**

20   \*     \*     \*

21           (h)    *Discrimination.* A group home provider must not discriminate in  
22                  admitting or providing care to an individual because of the individual's  
23                  race, color, religion, national origin, or disability, as defined in Chapter  
24                  27.

25   \*     \*     \*

26 **27-6. Definitions.**

27 The following words and phrases have the following meanings, unless the  
28 context indicates otherwise:

29 \* \* \*

30 Protective hairstyles ~~[[includes]]~~ are those hairstyles necessitated by, or  
31 resulting from, the immutable characteristics of a hair texture associated with  
32 race, such as braids, locks, afros, curls, and twists.

33 \* \* \*

34 Race includes immutable traits ~~[[historically]]~~ associated with race, including  
35 hair texture and protective hairstyles.

36 \* \* \*

37 **33-72. Employee organization responsibilities.**

38 It shall be the responsibility of every employee organization not to:

39 \* \* \*

40 (e) Discriminate against an employee with regard to the terms or conditions  
41 of membership because of race, color, religion, creed, sex, age, national  
42 origin, ancestry, or marital status, as defined in Chapter 27.

43 **53-312. Duty to accept and convey passengers.**

44 \* \* \*

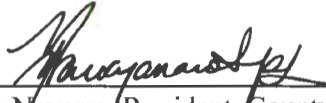
45 (b) A driver must not refuse to transport a passenger because of the  
46 passenger’s disability, race, color, marital status, religious creed, age, sex,  
47 national origin, sexual orientation, gender identity, or geographic  
48 location, as defined in Chapter 27.

49 \* \* \*

50 **Sec. 2.**

51 This Act is known as the “Montgomery County CROWN (Creating a Respectful  
52 and Open World for Natural Hair) Act.”

*Approved:*



Nancy Navarro, President, County Council

11/6/19

Date

*Approved:*

Marc Elrich, County Executive

Date

*This is a correct copy of Council action.*

Mary Anne Paradise, Acting Clerk of the Council

Date