AN ACT relating to discrimination on the basis of hair texture or protective hairstyle associated with race.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subchapter Z, Chapter 25, Education Code, is amended by adding Section 25.902 to read as follows:

Sec. 25.902. PROHIBITION ON CERTAIN DISCRIMINATION IN STUDENT DRESS OR GROOMING POLICY. (a) In this section, "protective hairstyle" includes braids, locks, and twists.

(b) Any student dress or grooming policy adopted by a school district, including a student dress or grooming policy for any extracurricular activity, may not discriminate against a hair texture or protective hairstyle commonly or historically associated with race.

SECTION 2. Subchapter Z, Chapter 51, Education Code, is amended by adding Section 51.979 to read as follows:

Sec. 51.979. PROHIBITION ON CERTAIN DISCRIMINATION IN STUDENT DRESS OR GROOMING POLICY. (a) In this section:

(1) "Institution of higher education" has the meaning assigned by Section 61.003.

(2) "Protective hairstyle" includes braids, locks, and twists.

(b) Any student dress or grooming policy adopted by an institution of higher education, including a student dress or
grooming policy for any extracurricular activity, may not
discriminate against a hair texture or protective hairstyle
commonly or historically associated with race.

SECTION 3. Subchapter C, Chapter 21, Labor Code, is amended
by adding Section 21.1095 to read as follows:

Sec. 21.1095. RACIAL DISCRIMINATION BASED ON HAIR TEXTURE
OR PROTECTIVE HAIRSTYLE. (a) In this section, "protective
hairstyle" includes braids, locks, and twists.

(b) A provision in this chapter referring to discrimination
because of race or on the basis of race includes discrimination
because of or on the basis of an employee's hair texture or
protective hairstyle commonly or historically associated with
race.

(c) An employer, labor union, or employment agency commits
an unlawful employment practice if the employer, labor union, or
employment agency adopts or enforces a dress or grooming policy
that discriminates against a hair texture or protective hairstyle
commonly or historically associated with race.

SECTION 4. Subchapter A, Chapter 301, Property Code, is
amended by adding Section 301.0045 to read as follows:

Sec. 301.0045. RACIAL DISCRIMINATION BASED ON HAIR TEXTURE
OR PROTECTIVE HAIRSTYLE. (a) In this section, "protective
hairstyle" includes braids, locks, and twists.

(b) A provision in this chapter, other than a provision in
Subchapter I, referring to discrimination because of race or on the
basis of race includes discrimination because of or on the basis of
a person's hair texture or protective hairstyle commonly or
historically associated with race.

SECTION 5. Section 21.1095, Labor Code, as added by this Act, applies only to an unlawful employment practice that occurs on or after the effective date of this Act.

SECTION 6. Section 301.0045, Property Code, as added by this Act, applies only to a discriminatory housing practice that occurs on or after the effective date of this Act.

SECTION 7. This Act takes effect September 1, 2023.
H.B. No. 567

President of the Senate  Speaker of the House

I certify that H.B. No. 567 was passed by the House on April 13, 2023, by the following vote: Yeas 143, Nays 5, 2 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 567 was passed by the Senate on May 12, 2023, by the following vote: Yeas 29, Nays 1.

Secretary of the Senate

APPROVED: _______________________

Date

Governor