

1-1 By: Bowers, et al. (Senate Sponsor - Miles) H.B. No. 567  
 1-2 (In the Senate - Received from the House April 17, 2023;  
 1-3 April 18, 2023, read first time and referred to Committee on State  
 1-4 Affairs; May 10, 2023, reported favorably by the following vote:  
 1-5 Yeas 9, Nays 1; May 10, 2023, sent to printer.)

1-6 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-7				
1-8	X			
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13	X			
1-14			X	
1-15	X			
1-16	X			
1-17		X		
1-18	X			

1-19 A BILL TO BE ENTITLED  
 1-20 AN ACT

1-21 relating to discrimination on the basis of hair texture or  
 1-22 protective hairstyle associated with race.

1-23 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-24 SECTION 1. Subchapter 2, Chapter 25, Education Code, is  
 1-25 amended by adding Section 25.902 to read as follows:

1-26 Sec. 25.902. PROHIBITION ON CERTAIN DISCRIMINATION IN  
 1-27 STUDENT DRESS OR GROOMING POLICY. (a) In this section, "protective  
 1-28 hairstyle" includes braids, locks, and twists.

1-29 (b) Any student dress or grooming policy adopted by a school  
 1-30 district, including a student dress or grooming policy for any  
 1-31 extracurricular activity, may not discriminate against a hair  
 1-32 texture or protective hairstyle commonly or historically  
 1-33 associated with race.

1-34 SECTION 2. Subchapter 2, Chapter 51, Education Code, is  
 1-35 amended by adding Section 51.979 to read as follows:

1-36 Sec. 51.979. PROHIBITION ON CERTAIN DISCRIMINATION IN  
 1-37 STUDENT DRESS OR GROOMING POLICY. (a) In this section:

1-38 (1) "Institution of higher education" has the meaning  
 1-39 assigned by Section 61.003.

1-40 (2) "Protective hairstyle" includes braids, locks,  
 1-41 and twists.

1-42 (b) Any student dress or grooming policy adopted by an  
 1-43 institution of higher education, including a student dress or  
 1-44 grooming policy for any extracurricular activity, may not  
 1-45 discriminate against a hair texture or protective hairstyle  
 1-46 commonly or historically associated with race.

1-47 SECTION 3. Subchapter C, Chapter 21, Labor Code, is amended  
 1-48 by adding Section 21.1095 to read as follows:

1-49 Sec. 21.1095. RACIAL DISCRIMINATION BASED ON HAIR TEXTURE  
 1-50 OR PROTECTIVE HAIRSTYLE. (a) In this section, "protective  
 1-51 hairstyle" includes braids, locks, and twists.

1-52 (b) A provision in this chapter referring to discrimination  
 1-53 because of race or on the basis of race includes discrimination  
 1-54 because of or on the basis of an employee's hair texture or  
 1-55 protective hairstyle commonly or historically associated with  
 1-56 race.

1-57 (c) An employer, labor union, or employment agency commits  
 1-58 an unlawful employment practice if the employer, labor union, or  
 1-59 employment agency adopts or enforces a dress or grooming policy  
 1-60 that discriminates against a hair texture or protective hairstyle  
 1-61 commonly or historically associated with race.

2-1 SECTION 4. Subchapter A, Chapter 301, Property Code, is  
2-2 amended by adding Section 301.0045 to read as follows:

2-3 Sec. 301.0045. RACIAL DISCRIMINATION BASED ON HAIR TEXTURE  
2-4 OR PROTECTIVE HAIRSTYLE. (a) In this section, "protective  
2-5 hairstyle" includes braids, locks, and twists.

2-6 (b) A provision in this chapter, other than a provision in  
2-7 Subchapter I, referring to discrimination because of race or on the  
2-8 basis of race includes discrimination because of or on the basis of  
2-9 a person's hair texture or protective hairstyle commonly or  
2-10 historically associated with race.

2-11 SECTION 5. Section 21.1095, Labor Code, as added by this  
2-12 Act, applies only to an unlawful employment practice that occurs on  
2-13 or after the effective date of this Act.

2-14 SECTION 6. Section 301.0045, Property Code, as added by  
2-15 this Act, applies only to a discriminatory housing practice that  
2-16 occurs on or after the effective date of this Act.

2-17 SECTION 7. This Act takes effect September 1, 2023.

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