

One Hundred Seventh Legislature - First Session - 2021

Introducer's Statement of Intent

LB451

Chairperson: Senator Ben Hansen

Committee: Business and Labor

Date of Hearing: February 08, 2021

The following constitutes the reasons for this bill and the purposes which are sought to be accomplished thereby:

This bill acknowledges natural hair discrimination in the workplace can affect how a person's job performance is perceived, what advancement opportunities are given, and what additional measures may be expected (overtly or covertly) to fit in with corporate grooming standards. In an age where employment discrimination rarely presents itself in policies that explicitly exclude employees based upon their race, LB 451 addresses harmful practices that appear neutral but actually work to deny job opportunities for reasons that have nothing to do with their qualifications and ability to do the job. This bill intends to address this vital issue by ending natural hair discrimination in the workplace by clarifying language to expand protections for natural hair texture and protective hairstyles. Moreover, this bill clarifies that race often includes characteristics associated with race, culture, and personhood, including, but not limited to, skin color, hair texture, and protective hairstyles.

Principal Introducer: _____

Senator Terrell McKinney