

# **ATTACHMENT A**

**AN ORDINANCE**

**AN ORDINANCE TO AMEND THE CODE OF DEKALB COUNTY, AS REVISED 1988, TO PROHIBIT DISCRIMINATION BASED ON HAIR TEXTURE; AND FOR OTHER LAWFUL PURPOSES.**

**WHEREAS**, the Governing Authority of DeKalb County is tasked with the protection of the County's health, safety, and general welfare; and

**WHEREAS**, the Governing Authority understands and acknowledges the importance of racial equity and equal protection under the laws of the U.S. Constitution and the Georgia Constitution; and

**WHEREAS**, the Creating a Respectful and Open World for Natural Hair (CROWN) Coalition conducted a 2019 study surveying 2000 working women aged 25-64, who are employed in an office setting, or had been employed in a corporate office within the last six months preceding the study; and

**WHEREAS**, the findings of this study revealed that African-American women are more likely to change their natural hair to conform to social norms or expectations at works; and

**WHEREAS**, African-American women's hair is approximately three times more likely to be perceived as unprofessional in the workplace; and

**WHEREAS**, discrimination based on the appearance of an individual's natural hair disproportionately affects both women and men of color; and

**WHEREAS**, the Governing Authority of DeKalb County desires to amend the Code to protect against discrimination based upon hair texture associated with race, gender identity, cultural identity, national origin or religious belief; and

**NOW, THEREFORE**, be it ordained by the Governing Authority of DeKalb County, Georgia, and it is hereby ordained by the authority of same, that Chapter 20 of the Code of DeKalb County, as Revised 1988, be and the same is hereby amended as follows:

**PART I. ENACTMENT**

*That Chapter 1, Article I, Section 1-2 of the Code of DeKalb County, as Revised 1988, is hereby amended by adding the following new definition, to read as follows:*

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**Sec. 1-2. Definitions and rules of construction.**

*Protective hairstyles* means those hairstyles necessitated by, or resulting from, the immutable characteristics of a hair texture associated with race or expressions of gender identity, cultural identity, national origin, or religious beliefs, such as braids, locks, afros, curls, and twists.

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*That Chapter 1, Article I, Section 1-2 of the Code of DeKalb County, as Revised 1988, be amended to strike the definition of "Protected classes" in its entirety, substituting in lieu thereof the following new definition of the term "Protected classes", as follows:*

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*Protected classes* means minorities, females, handicapped, older workers, and other classes, that include race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familial status, political affiliation, political opinion, sexual orientation, domestic relationship status, parental status, gender identity, racial profiling, marital status and protective hairstyles, designated by federal or state law for special employment consideration.

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**PART II. EFFECTIVE DATE**

This ordinance shall become effective upon adoption by the Board of Commissioners and approval by the Chief Executive Officer.

**PART III. SEVERABILITY**

Should any section or provision of this ordinance be declared by a court of competent jurisdiction to be invalid or unconstitutional, such decision shall not affect the validity of the ordinance as a whole, nor any part thereof, other than the part so declared to be invalid or unconstitutional. All ordinances or resolutions, or parts thereof, in conflict with this ordinance are repealed.

9.3.21

**ADOPTED** by the DeKalb County Board of Commissioners, this \_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
STEPHEN R. BRADSHAW  
Presiding Officer  
Board of Commissioners  
DeKalb County, Georgia

**APPROVED** by the Chief Executive Officer of DeKalb County, this \_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
MICHAEL L. THURMOND  
Chief Executive Officer  
DeKalb County, Georgia

**ATTEST:**

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BARBARA H. SANDERS-NORWOOD, CCC  
Clerk to the Board of Commissioners and  
Chief Executive Officer  
DeKalb County, Georgia

**APPROVED AS TO FORM:**

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VIVIANE H. ERNSTES  
County Attorney  
DeKalb County, Georgia