

**HOUSE BILL NO. 312**

IN THE LEGISLATURE OF THE STATE OF ALASKA  
THIRTY-SECOND LEGISLATURE - SECOND SESSION

**BY REPRESENTATIVE TARR**

**Introduced: 2/9/22**

**Referred: Education, Labor and Commerce**

**A BILL**

**FOR AN ACT ENTITLED**

1 **"An Act relating to dress codes and natural hairstyles."**

2 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

3 \* **Section 1.** AS 14.03 is amended by adding a new section to read:

4 **Sec. 14.03.135. Dress code; natural hairstyles.** (a) A governing body may not  
5 adopt a school dress code that

6 (1) prohibits a student from wearing a hairstyle that is commonly or  
7 historically associated with race;

8 (2) prohibits a student from wearing a natural hairstyle, regardless of  
9 the student's hair texture or type; in this paragraph, "natural hairstyle" includes braids,  
10 locs, twists, and tight coils; or

11 (3) requires a student to permanently or semipermanently alter the  
12 student's natural hair.

13 (b) Notwithstanding (a) of this section, a governing body may adopt a school  
14 dress code that restricts student hairstyles if the restriction is necessary to comply with  
15 a health or safety law, regulation, or ordinance.

1 \* **Sec. 2.** AS 23.10 is amended by adding a new section to article 7 to read:

2 **Sec. 23.10.450. Dress code; natural hairstyles.** (a) An employer may not  
3 adopt a workplace dress code that

4 (1) prohibits an employee from wearing a hairstyle that is commonly  
5 or historically associated with race;

6 (2) prohibits an employee from wearing a natural hairstyle, regardless  
7 of the employee's hair texture or type; in this paragraph, "natural hairstyle" includes  
8 braids, locs, twists, and tight coils; or

9 (3) requires an employee to permanently or semipermanently alter the  
10 employee's natural hair.

11 (b) Notwithstanding (a) of this section, an employer may adopt a workplace  
12 dress code that restricts employee hairstyles if the restriction is necessary to comply  
13 with a health or safety law, regulation, or ordinance.