

# State of Tennessee

## PUBLIC CHAPTER NO. 1078

### SENATE BILL NO. 136

By Akbari, Gilmore, Campbell, Robinson, Lamar

Substituted for: House Bill No. 204

By Camper, Parkinson, Harris, Hardaway, Dixie, Love, Hakeem, McKenzie, Towns, Miller,  
Clemmons, Thompson, Cooper

AN ACT to amend Tennessee Code Annotated, Title 4, Chapter 21; Title 8; Title 49 and Title 50,  
relative to discrimination.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act is known and may be cited as the "CROWN Act: Create a Respectful  
and Open World for Natural Hair."

SECTION 2. Tennessee Code Annotated, Title 50, Chapter 1, Part 3, is amended by adding  
the following as a new section:

(a) As used in this section:

(1) "Commissioner" means the commissioner of labor and workforce  
development or the commissioner's designee;

(2) "Employee" means an individual who performs services for an employer  
for valuable consideration, and does not include a self-employed independent  
contractor; and

(3) "Employer" means an individual or entity that employs one (1) or more  
employees and includes this state and political subdivisions of this state.

(b) An employer shall not adopt a policy that does not permit an employee to wear the  
employee's hair in braids, locs, twists, or another manner that is part of the cultural  
identification of the employee's ethnic group or that is a physical characteristic of the  
employee's ethnic group.

(c)(1) A policy in violation of subsection (b) is deemed discriminatory and void as  
against the public policy of this state. A violation of this section does not form the  
basis for a violation of another provision of law.

(2) This section does not create a private cause of action.

(d) An employee may file a complaint for a violation of this section with the  
commissioner. The commissioner shall provide a warning to an employer in violation of this  
section.

(e) This section does not apply to:

(1) A public safety employee if it would prevent the employee from performing  
essential functions of the employee's job requirements during the course of  
employment; or

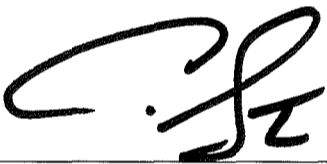
(2) A policy that an employer must adopt to adhere to common industry safety  
standards, to maintain reasonable safety measures, or to comply with federal or state  
laws, rules, or regulations relative to health or safety.

SECTION 3. This act takes effect on July 1, 2022, the public welfare requiring it.

SENATE BILL NO. 136

PASSED: April 27, 2022

  
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RANDY MCNALLY  
SPEAKER OF THE SENATE

  
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CAMERON SEXTON, SPEAKER  
HOUSE OF REPRESENTATIVES

APPROVED this 27<sup>th</sup> day of May 2022

  
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BILL LEE, GOVERNOR