

RESOLUTION TO SUPPORT OHIO HOUSE BILL 535, ALSO KNOWN AS THE CROWN (“CREATING A RESPECTFUL AND OPEN WORKPLACE FOR NATURAL HAIR”) ACT

WHEREAS, the City of Cleveland Heights is a community that prides itself on being composed of people who have a rich diversity of backgrounds, cultures, beliefs, and experiences; and

WHEREAS, appreciation for diversity in all forms strengthens a community, fosters a welcoming environment, and is a critical component of a thriving, successful city; and

WHEREAS, discrimination based upon natural hair texture and/or styles remains a source of racial bias, impacting employment and educational opportunities; and

WHEREAS, current state and federal law prohibit discrimination on the basis of race and ethnicity in employment, housing, and in schools, but does not offer protection to individuals with specific hair styles or texture related to race or ethnicity; and

WHEREAS, the states of California, Colorado, New Jersey, New York, Virginia, and Washington have all passed CROWN Act legislation that would prohibit discrimination based upon natural hair texture and/or styles; and

WHEREAS, the municipalities of Cincinnati and Akron in the State of Ohio have enacted legislation prohibiting discrimination based on natural hair styles and textures; and

WHEREAS, Ohio House Bill 535, commonly referred to as the “CROWN Act” seeks to update discrimination laws in the State of Ohio to provide protections based on natural hair styles and textures.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Cleveland Heights, State of Ohio:

Section 1. The City encourages the Ohio General Assembly to consider Ohio House Bill 535 or other similar legislation to update discrimination laws to provide protections based on natural hair styles and textures.

Section 2. That the Clerk of Council is hereby directed to forward certified copies of this Resolution to all Ohio State Representatives, Ohio State and U.S Senators and other relevant state public officials and organizations.

Section 3. That this Resolution shall take effect and be in force from and after the earliest period allowed by law.

David Russell