



LB 1060: NATURAL HAIR NONDISCRIMINATION

LB 1060 helps end natural hair discrimination in the workplace by adding an explicit protection for natural hair texture and protective hairstyles, including braids, locks and twists. No one should be punished or fired for their natural hair. This bill seeks to fulfill the intent of the Nebraska Fair Employment Practice Act to ensure that an individual’s race, and characteristics inextricably linked to it, do not limit equal employment opportunities.

Black women’s hair is 3 times more likely to be perceived as unprofessional.² As a result, Black women often feel compelled to undertake costly, time-consuming and harsh measures to change their natural hair.

In an age where employment discrimination rarely presents itself in policies that explicitly exclude employees based upon their race, LB 1060 addresses more subtle—but no less harmful—policies and practices that disproportionately impact Black women and deny job opportunities for reasons that have nothing to do with their qualifications and ability to do the job.

LB 1060 will protect Black women from policies unrelated to merit or job function but based on racial stereotypes which have no place in a fair and equal workplace or in our state.

1 IN 5
Black women feel social pressure to straighten their hair for work.¹

Black women are 150% more likely to be sent home from the workplace because of their hair.³

Black women are 30% more likely to be made aware of a formal workplace appearance policy.⁴

ABOUT LB 1060:

LB 1060 amends the Nebraska Fair Employment Practice Act, which prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, or marital status and applies to most employers with 15 or more employees, state and local government subdivisions of any size, employment agencies and labor organizations. LB 1060 adds a definition of “race” that includes “traits historically associated with race, including but not limited to, hair texture and protective hairstyles.” It goes on to define “protective hairstyles” as including, but not limited to, “braids, locks, and twists.” The bill has no fiscal impact.



¹ Perception Institute, “The ‘Good Hair’ Study: Explicit and Implicit Attitudes Toward Black Women’s Hair,” February 2017, www.goodhairstudy.com.

² JOY Collective, “C.R.O.W.N. Research Study,” 2019, <https://www.thecrownact.com/research>.

³ Ibid.

⁴ Ibid.