



# LB 451: NATURAL HAIR NONDISCRIMINATION

**LB 451 ends natural hair discrimination in the workplace by clarifying language to expand protections for natural hair texture and protective hairstyles, including braids, locs and twists.**

Natural hair discrimination in the workplace can affect how a Black woman's job performance is perceived, what advancement opportunities she is given, and what additional measures she may be expected to take to fit in with corporate grooming standards.

In an age where employment discrimination rarely presents itself in policies that explicitly exclude employees based upon their race, LB 451 addresses harmful 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 451 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. By centering Black women and their experience, all workers will benefit from more equal employment opportunities.**

**Black women are 150% more likely to be sent home from the workplace because of their hair.<sup>1</sup>**

## ABOUT LB 451:

LB 451 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 451 clarifies the definition of race that includes characteristics associated with race, culture, and personhood, including, but not limited to, skin color, hair texture, and protective hairstyles.

## WHAT'S NEW IN LB 451:

LB 451 adds language to clarify that employers can enact health and safety standards if they are adopted for non-discriminatory reasons, applied equally, and the employer has engaged in good faith efforts to reasonably accommodate the employee.

**Black women are 30% more likely to be made aware of a formal workplace appearance policy.<sup>1</sup>**



<sup>1</sup> JOY Collective, "C.R.O.W.N. Research Study," 2019, <https://www.thecrownact.com/research>.

LB 451 aligns with the Women's Fund values of: **Bodily Autonomy, Bold Impact, Community Voice, Equity and Intersectionality.** To learn more about our mission, vision and values visit [www.OmahaWomensFund.org](http://www.OmahaWomensFund.org).



LB 451 is sponsored by Senator Terrell McKinney. For additional information, contact Ashlei Spivey at [Ashlei@IBeBlackGirl.com](mailto:Ashlei@IBeBlackGirl.com) or Tiffany Seibert Joekel at [TJoekel@OmahaWomensFund.org](mailto:TJoekel@OmahaWomensFund.org) or 402-827-9280.