

1 A RESOLUTION BY THE FULTON COUNTY BOARD OF COMMISSIONERS
2 URGING THE GEORGIA GENERAL ASSEMBLY TO ENACT SENATE BILL 82,
3 COMMONLY KNOWN AS “THE CROWN ACT”; URGING THE MUNICIPALITIES
4 WITHIN FULTON COUNTY, GEORGIA TO ADOPT SIMILAR LEGISLATION IF NO
5 SUCH LEGISLATION CURRENTLY EXISTS IN THEIR JURISDICTION; AND FOR
6 OTHER PURPOSES.

7
8 **WHEREAS**, the “*Creating a Respectful and Open World for Natural Hair Act*”
9 (Georgia Senate Bill 82), commonly known as the CROWN Act, prohibits discrimination
10 based on hair texture and protective hairstyles in education, housing, and employment;
11 and

12 **WHEREAS**, according to the 2023 CROWN Workplace Research Study, Black
13 women’s hair is more likely to be seen as unprofessional, Black women with textured
14 hair are twice as likely to experience microaggressions in the workplace, and over 20
15 percent of Black women ages 25 to 34 have been sent home from work because of their
16 hair; and

17 **WHEREAS**, no one should be denied equal opportunities, discriminated against,
18 or treated unfairly because of their natural hair texture or for wearing protective and
19 cultural hairstyles commonly associated with an individual’s race or national origin; and

20 **WHEREAS**, it is necessary to eliminate longstanding discrimination, negative
21 stereotypes, and biases which persist in schools, workplaces, housing, and in other
22 contexts against hair textures and protective and cultural hairstyles commonly
23 associated with race or national origin; and

24 **WHEREAS**, discrimination on the basis of hair texture and protective and cultural
25 hairstyles that are commonly associated with race or national origin violates the spirit of
26 existing federal law, including provisions of the Civil Rights Act of 1964; and

27 **WHEREAS**, according to the Society for Human Resource Management, as of
28 February 2023, 20 states and more than 40 local governments have enacted similar
29 laws expressly prohibiting hair discrimination on the basis of hair texture and/or natural
30 or protective hairstyles that are commonly associated with race or national origin,
31 including but not limited to Clayton County, City of Stockbridge, City of East Point, and
32 City of South Fulton; and

33 **WHEREAS**, Fulton County has also enacted its own CROWN Act and has
34 approved the amendment of the Fulton County Personnel Policies and Procedures and
35 other general County policies as needed to prohibit discrimination on the basis of hair
36 texture and protective and cultural hairstyles; and

37 **WHEREAS**, since 2019, the Georgia General Assembly has considered but
38 failed to pass the CROWN Act, which would amend certain sections of the Official Code
39 of Georgia to prohibit discrimination based on hair texture and protective hairstyles in
40 education, housing, and employment, and the CROWN Act is once again before the
41 Georgia General Assembly as Senate Bill 82 for the 2023-2024 legislative session.

42 **NOW, THEREFORE, BE IT RESOLVED**, that the Board of Commissioners
43 hereby urges the Georgia General Assembly to enact Senate Bill 82, also known as the
44 CROWN Act, to ensure equal opportunity for persons in the State of Georgia and
45 prohibit discrimination based on hair texture and protective hairstyles.

46 **BE IT FURTHER RESOLVED**, that the Board of Commissioners hereby urges all
47 municipalities within Fulton County, to the extent they have not already done so, to
48 enact legislation similar to the CROWN Act to ensure equal opportunity for persons

49 throughout Fulton County and prohibit discrimination based on hair texture and
50 protective hairstyles.

51 **BE IT FURTHER RESOLVED**, that upon passage, the Clerk to the County
52 Commission is authorized and directed to send copies of this Resolution to the Clerk of
53 the Georgia House of Representatives, to the Secretary of the Georgia Senate and to
54 the Fulton Legislative Delegation.

55 **BE IT FINALLY RESOLVED**, that upon passage, the Clerk to the County
56 Commission is authorized and directed to send copies of this Resolution to the City
57 Clerks of Atlanta, Alpharetta, Chattahoochee Hills, College Park, Fairburn, Hapeville,
58 Johns Creek, Milton, Mountain Park, Palmetto, Roswell, Sandy Springs, and Union City.

59 **PASSED AND ADOPTED** by the Board of Commissioners of Fulton County,
60 Georgia this 1st day of March, 2023.

61
62
63
64

**FULTON COUNTY BOARD OF
COMMISSIONERS**

65

Sponsored By:

66

67

68

69

70

71

ATTEST:

72

73

74

75

76

77

APPROVED AS TO FORM:

78

Commissioner Natalie Hall
District 4

Tonya R. Grier, Clerk to the Commission

79
80
81
82
83
84

Y. Soo Jo, County Attorney

County Attorney/CALegislation/BOC/Resolutions/Ordinances/2023/Hall/Crown Act/3.1.23 Resolution Urging Adoption of the Crown Act in GA – 2.24.doc