

1 **AN ORDINANCE TO AMEND CHAPTER 38 (HUMAN RELATIONS) OF THE FULTON**
2 **COUNTY CODE OF ORDINANCES TO IMPLEMENT THE FULTON COUNTY**
3 **CROWN ACT; AND FOR OTHER PURPOSES.**

4
5 **WHEREAS**, the Board of Commissioners is committed to a policy of
6 nondiscrimination and equal opportunity for all citizens and employees of Fulton County,
7 Georgia ("Fulton County"); and

8 **WHEREAS**, the Board of Commissioners is further committed to ensuring that
9 Fulton County fosters and enhances racial and cultural diversity and that the same is
10 protected under the laws of Fulton County; and

11 **WHEREAS**, it is the policy of Fulton County that there will be nondiscrimination
12 and equal opportunity for every citizen without regard to religion, race, color, creed,
13 national origin, gender, age, disability, sexual orientation, gender identity, or gender
14 expression; and

15 **WHEREAS**, the Board of Commissioners desires to expand its current
16 nondiscrimination policy to include protection from discrimination on the basis of hair
17 texture and protective and cultural hairstyles commonly associated with race or national
18 origin; and

19 **WHEREAS**, the Board of Commissioners acknowledges and affirms that no
20 person should face discrimination in employment, public accommodations, or housing
21 because of their natural hair texture or because they choose to wear protective and
22 cultural hairstyles commonly associated with race or national origin; and

23 **WHEREAS**, the Board of Commissioners is tasked with the protection of the
24 County's public health, safety, and general welfare; and

25 **WHEREAS**, the Board of Commissioners therefore finds it necessary to amend
26 Chapter 38 of the Fulton County Code of Ordinances to implement the Fulton County
27 Crown Act, which will prohibit discrimination on the basis of hair texture and protective
28 and cultural hairstyles commonly associated with race or national origin.

29 **NOW, THEREFORE, BE IT ORDAINED**, the Board of Commissioners hereby
30 amends Chapter 38 of the Fulton County Code of Ordinances by creating a new Article
31 III, hereinafter known as the Fulton County Crown Act, to read as follows:

32 ARTICLE III. – FULTON COUNTY CROWN ACT

33 Sec. 38-39. Title.

34 This article shall be known as the “Fulton County Crown Act.” Nothing in
35 this article shall diminish the protections of rights all individuals currently
36 enjoy under existing interpretations of federal and state nondiscrimination
37 laws.

38
39 Sec. 38-40. Declaration of policy.

40 It is hereby declared to be the policy of unincorporated Fulton County,
41 Georgia, in the exercise of its police power for the public safety, public
42 health, and general welfare to provide within constitutional limitations that
43 no person shall be discriminated against in employment, public
44 accommodations, or housing because of their natural hair texture or
45 because they choose to wear hairstyles commonly associated with race or
46 national origin.

47
48 Sec. 38-41. Definitions.

49 The following words, terms, and phrases, when used in this article, shall
50 have the meanings ascribed to them in this section, except where the
51 context clearly indicates a different meaning:

52
53 *Employer* means any individual or entity that employs one or more
54 employees.

55
56 *Place of public accommodation* shall have the meaning assigned to it in
57 section 38-31 and shall also include all county facilities.
58

Protective and cultural hairstyles shall mean afros, braids, locs, Bantu knots, twists, or other natural, textured hairdressing commonly associated with an individual's race, color, or national origin, regardless of whether hair extensions or other hair treatments are used to create and maintain any such style, and whether the hair is adorned by hair ornaments, beads, or headwraps.

Sec. 38-42. Unlawful employment practices.

Except where permitted based upon applicable national security or safety regulations established by the State of Georgia or the federal government, it shall be unlawful for any employer to discriminate against any person in any way which would deprive or limit such person's employment opportunities or otherwise adversely affect their status as an applicant for employment with regard to tenure, compensation, promotion, or discharge because of hair texture and protective and cultural hairstyles.

Sec. 38-43. Unlawful housing practices.

It shall be unlawful for any owner, real estate broker, or any other person to refuse to sell, lease, sublease, rent, negotiate, assign, or otherwise transfer the title or other interest in any dwelling to any person on the basis of hair texture and protective and cultural hairstyles.

Sec. 38-44. Unlawful public accommodation practices.

It shall be an unlawful public accommodation practice for any owner, lessee, proprietor, manager, superintendent, agent, or employee of any business or place of public accommodation to withhold from or deny any person any of the accommodations, advantages, facilities, services or privileges, products, or goods in such place of public accommodation on the basis of hair texture and protective and cultural hairstyles.

Secs. 38-45 – 38-55. – Reserved.

BE IT FURTHER ORDAINED, that the Fulton County Personnel Policies and Procedures and any other general County policy shall be amended as needed to prohibit discrimination on the basis of hair texture and protective and cultural hairstyles consistent with the Fulton County Crown Act.

BE IT FINALLY ORDAINED, that this Ordinance shall become effective when passed and adopted, and that all ordinances and resolutions and parts of ordinances

97 and resolutions in conflict with this Ordinance are hereby repealed to the extent of the
98 conflict.

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

101
102 **FULTON COUNTY BOARD OF**
103 **COMMISSIONERS**
104

105 **Sponsored By:**

106 *Natalie Hall*
107

108 Commissioner Natalie Hall
109 District 4

110 **ATTEST:**

111 *Tonya R. Grier*
112

113 Tonya R. Grier, Clerk to the Commission
114



115
116 **APPROVED AS TO FORM:**

117 *Y. Soo Jo*
118
119 Y. Soo Jo, County Attorney
120

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122 <https://fc0365.sharepoint.com/sites/CountyAttorney/CALegislation/BOC/Resolutions/Ordinances/2023/Hall/Crown Act/3.1.23 Crown>
123 Act Ordinance - 3.1.doc