



August 2021

## **Create a Respectful and Open Workplace for Natural Hair Act**

On December 19, 2019, Governor Murphy signed the "Create a Respectful and Open Workplace for Natural Hair Act," also known as the [Crown Act](#). This act prohibits race discrimination on the basis of "traits historically associated with race, including, but not limited to, hair texture, hair type, and protective hairstyles." Violations of the New Jersey Law Against Discrimination by government employers are often initiated by employees who may be members of a protected class. This act could have implications for law enforcement leaders concerning grooming and dress standards, hiring and recruitment practices, employee discipline, and more. It is recommended that police leaders review the provisions of the Crown Act, their agency's specific rules and regulations concerning grooming and dress, and have a conversation with their Municipal Attorney. It is essential that employment practices are consistent with this new act and the [New Jersey Law Against Discrimination](#).

If you have any questions, please contact your respective Law Enforcement Risk Control Consultant.