

CHAPTER 354

GOVERNMENT - STATE

HOUSE BILL 24-1451

BY REPRESENTATIVE(S) Herod and Ricks, Amabile, Bacon, Bird, Boesenecker, Brown, deGruy Kennedy, Duran, English, Epps, Garcia, Hernandez, Jodeh, Joseph, Kipp, Lieder, Lindsay, Lindstedt, Mabrey, Martinez, Marvin, Mauro, Ortiz, Parenti, Rutinel, Sirota, Snyder, Story, Titone, Velasco, Weissman, Willford, Woodrow, Young, McCluskie;
also SENATOR(S) Buckner and Coleman, Bridges, Cutter, Exum, Fields, Ginal, Gonzales, Hinrichsen, Jaquez Lewis, Kolker, Michaelson Jenet, Mullica, Priola, Roberts, Sullivan.

AN ACT

CONCERNING PROTECTIONS AGAINST DISCRIMINATION BASED ON HAIR LENGTH THAT IS ASSOCIATED WITH ONE'S RACE.

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, 22-2-117, **amend** (1)(b)(X) as follows:

22-2-117. Additional power - state board - waiver of requirements - rules.

(1) (b) The state board shall not waive any of the requirements specified in any of the following statutory provisions:

(X) Any provision of section 22-30.5-104 (3), 22-30.5-507 (3), 22-32-109 (1)(II), 22-32-110 (1)(k), 22-38-104 (1)(d), or 22-63-206 (1) relating to discrimination based on hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 2. In Colorado Revised Statutes, 22-30.5-104, **amend** (3)(b)(II) and (6)(c)(IX) as follows:

22-30.5-104. Charter school - requirements - authority - rules - definitions.

(3) (b) As used in this subsection (3):

(II) "Race" includes hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.

(6) (c) A school district, on behalf of a charter school, may apply to the state board for a waiver of a state statute or state rule that is not an automatic waiver. Notwithstanding any provision of this subsection (6) to the contrary, the state board may not waive any statute or rule relating to:

(IX) Subsection (3) of this section and sections 22-32-110 (1)(k) and 22-63-206 (1) relating to discrimination based on hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 3. In Colorado Revised Statutes, 22-30.5-507, **amend** (3)(b)(II) and (7)(b)(IX) as follows:

22-30.5-507. Institute charter school - requirements - authority - rules - definitions. (3) (b) As used in this subsection (3):

(II) "Race" includes hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

(7) (b) An institute charter school may apply to the state board, through the institute, for a waiver of state statutes and state rules that are not automatic waivers. The state board may waive state statutory requirements or rules promulgated by the state board; except that the state board may not waive any statute or rule relating to:

(IX) Subsection (3) of this section and sections 22-32-110 (1)(k) and 22-63-206 (1) relating to discrimination based on hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 4. In Colorado Revised Statutes, 22-32-109, **amend** (1)(II)(II)(B) as follows:

22-32-109. Board of education - specific duties - definitions. (1) In addition to any other duty required to be performed by law, each board of education has the following specific duties:

(II) (II) As used in this subsection (1)(II):

(B) "Race" includes hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 5. In Colorado Revised Statutes, 22-32-110, **amend** (1)(k)(II)(B) as follows:

22-32-110. Board of education - specific powers - definitions. (1) In addition to any other power granted to a board of education of a school district by law, each board of education of a school district has the following specific powers, to be exercised in its judgment:

(k) (II) As used in this subsection (1)(k):

(B) "Racial or ethnic background" includes hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 6. In Colorado Revised Statutes, 22-38-104, **amend** (1)(d)(II)(B) as follows:

22-38-104. Pilot schools - requirements - authority - definitions. (1) The state board may provide for the establishment and operation of not more than one full-time residential pilot school and not more than three year-round nonresidential pilot schools pursuant to the following provisions:

(d) (II) As used in this subsection (1)(d):

(B) "Race" includes hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 7. In Colorado Revised Statutes, 22-63-206, **amend** (1)(b)(II) as follows:

22-63-206. Transfer - compensation - definitions. (1) (b) As used in this subsection (1):

(II) "Race" includes hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 8. In Colorado Revised Statutes, 24-34-301, **amend** (21) as follows:

24-34-301. Definitions. As used in parts 3 to 10 of this article 34, unless the context otherwise requires:

(21) "Race" includes hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 9. In Colorado Revised Statutes, 24-50-112.5, **amend** (1)(b)(II)(B) as follows:

24-50-112.5. Selection system - definitions - rules - report - repeal. (1) (b) (II) As used in this subsection (1)(b):

(B) "Race" includes hair texture, hair type, HAIR LENGTH, or a protective hairstyle that is commonly or historically associated with race.

SECTION 10. Applicability. This act applies to conduct occurring on or after the effective date of this act.

SECTION 11. Safety clause. The general assembly finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, or safety or for appropriations for the support and maintenance of the departments of the state and state institutions.

Approved: June 3, 2024