

# Human Rights Committee

2022 Resolution

1. Darrell Lausche- 795- Chair
2. Mona Al-Huyani- 250
3. Dan Reinhart- 250
4. Jacqueline Washington- 250
5. Julie Dull- 4595
6. Katy Hess- 1080
7. Stephanie Henderson- 279
8. Justin Willis Sr.- 279
9. Chandra Gardner- 1520
10. Sonya Thacker- 1520
11. Kimberly Toben- 1520
12. Thomas Luvison- 279-R
13. Carolyn Pavel- 795
14. Corin Fonseca- 1080

## **A RESOLUTION SUPPORTING THE CROWN ACT**

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WHEREAS, the CROWN Act stands for “Create a Respectful and Open World for Natural Hair”; and

WHEREAS, the CROWN Act is a law that prohibits discrimination based on hair texture and hairstyle; and

WHEREAS, for decades, hair discrimination has been rooted in systemic racism with a purpose of preserving white spaces, and still is; and

WHEREAS, policies that prohibit natural hairstyles, like afros, braids, bantu knots, and locs, have been used to justify the removal of children of color from classrooms and adults from their employment; and

WHEREAS, with no nationwide legal protections against hair discrimination, people of color are often left to risk facing consequences at school, the community, and/or work for their natural hair or invest time and money to conform to Eurocentric professionalism and beauty standards; and

WHEREAS, the 2019 CROWN Research Study, by Dove, found that African American women face the highest instances of hair discrimination and are 1.5 times more likely to be sent home from the workplace because of their hair; and

WHEREAS, the study also uncovered that 80 percent of African American women felt they needed to switch their hairstyles to align with more conservative standards in order to fit in at work; and

WHEREAS, hair discrimination occurs not only in the workplace and community, but also in schools; and

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23 WHEREAS, hair discrimination occurs in schools through school policies that ban natural and  
24 protective styles, and makes those hairstyles grounds for discipline or removal from school; and

25 WHEREAS, due to such school policies, students of color across the country have been asked to  
26 cut or straighten their hair to meet dress codes and grooming policies; and

27 WHEREAS, some school districts have banned specific hairstyles, which prevent students from  
28 attending school events like prom, graduation, extracurricular, and sports activities; and

29 WHEREAS, according to researchers at Princeton University, these punishments place students  
30 on a trajectory towards poor academic performance, higher dropout rates, gang involvement, and  
31 getting arrested before the age of 21; and

32 WHEREAS, protective styles, locs, headwraps, and durags are not just vital to the protection of  
33 the hair of people of color, but are expressions of culture and identity; and

34 WHEREAS, discriminating against people of color, based on their hair texture and style, is  
35 another way that the identity of people of color is policed; and

36 WHEREAS, Ohio does not have statutes prohibiting discrimination based on hair texture and  
37 style; and

38 WHEREAS, the city of Columbus, Ohio, has already passed a CROWN Act law, effective as of  
39 January 16, 2021; and

40 WHEREAS, as of November 19, 2021, Ohio's version of the CROWN Act is ready to be  
41 introduced into the 134th Ohio General Assembly via the Ohio House of Representatives but has  
42 not yet been introduced; therefore

43 BE IT RESOLVED, the Ohio Federation of Teachers (OFT) demands all beauty to be welcome  
44 in all places and institutions; and

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46 BE IT FURTHER RESOLVED, the OFT supports the CROWN Act that provides individuals  
47 freedom from discrimination in connection with employment, schools, and community because  
48 of protected hairstyles, and promotes equity, inclusion, and respect; and

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50 BE IT FINALLY RESOLVED, the OFT strongly encourages its members to contact their local  
51 Boards of Education to review and revise dress code policies, including natural hair texture and  
52 styles, to eliminate bias of any form, and to be more equitable and inclusive.

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