

CROWN ACT POLICY



Date HR Board approved:
Effective Date:

PURPOSE

The “Creating a Respectful and Open World for Natural Hair” Act, also known as the CROWN Act, is law in Massachusetts. The Town is committed to promoting a respectful and inclusive environment that values diversity and combats discrimination.

This policy states that race-based discrimination or harassment includes traits historically associated with race such as hair type, hair texture, hair length, and protective hairstyles. Protective hair styles include, but are not limited to: braids, locks, twists, Bantu knots, hair coverings, and similar styles. It is unlawful to deny employment or other workplace opportunities based on these traits. Employees, residents, and stakeholders have the right to express their cultural identity through their natural hair and hairstyles without fear of retribution, prejudice, or adverse action.

APPLICABILITY

This policy applies to all Town employees, volunteers, subcontractors, vendors, interns, and applicants.

PROCEDURES

An employee, volunteer, subcontractor, vendor, intern, or applicant who believes that they have been a victim of such race-based discrimination may file a complaint with their supervisor or with the HR Director. Any such complaint will be promptly and thoroughly investigated consistent with the Town’s Discrimination, Harassment, and Retaliation Policy. It is unlawful to retaliate against any individual for making or filing a complaint of discrimination or harassment under this policy or anyone cooperating with such an investigation.