



Legislation Details (With Text)

**File #:** 200840      **Version:** 0  
**Type:** Ordinance      **Status:** Passed  
**File created:** 10/13/2020      **In control:** COMMON COUNCIL  
**On agenda:**      **Final action:** 1/19/2021

**Effective date:**

**Title:** An ordinance relating to discrimination against people having hairstyles associated with racial, ethnic, or cultural identities.

**Sponsors:** ALD. HAMILTON, ALD. COGGS, ALD. LEWIS, ALD. DODD, ALD. JOHNSON

**Indexes:** DISCRIMINATION

**Attachments:**

Date	Ver.	Action By	Action	Result	Tally
10/12/2020	0	COMMON COUNCIL	ASSIGNED TO		
10/26/2020	0	JUDICIARY & LEGISLATION COMMITTEE	HELD TO CALL OF THE CHAIR	Pass	4:0
1/11/2021	0	JUDICIARY & LEGISLATION COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
1/19/2021	0	COMMON COUNCIL	PASSED	Pass	15:0
1/28/2021	0	MAYOR	SIGNED		
2/5/2021	0	CITY CLERK	PUBLISHED		

200840  
ORIGINAL

ALD. HAMILTON, COGGS, LEWIS, DODD, AND JOHNSON

An ordinance relating to discrimination against people having hairstyles associated with racial, ethnic, or cultural identities.

109-5-12 am  
109-5-12.5 cr

This ordinance prohibits discrimination against a person having a protective hairstyle, which is associated with a racial, ethnic, or other cultural identity and includes braids, locs, twists, and other hairstyles related to the characteristics of hair texture.

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Section 109-5-12 of the code is amended to read:

**109-5. Definitions.**

**12. PROTECTED PERSON** means any individual intended to be protected from violations of prohibited discrimination under this chapter. This includes an individual's sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status, sexual orientation, gender identity or expression, victimhood of domestic abuse or sexual assault, >>protective hairstyle, << past or present membership in the military service, HIV status, domestic partnership, genetic

identity, homelessness, familial status, or an individual's affiliation or perceived affiliation with any of these categories.

Part 2. Section 109-5-12.5 of the code is created to read:

**12.5. PROTECTIVE HAIRSTYLE** means a hairstyle necessitated by, or resulting from, the characteristics of a hair texture associated with race, such as natural hair, braids, locks, an afro, curls, cornrows, twists, and any other hairstyle, treated or untreated, which is commonly associated with a racial, ethnic, or cultural identity.

APPROVED AS TO FORM

\_\_\_\_\_  
Legislative Reference Bureau

Date: \_\_\_\_\_

IT IS OUR OPINION THAT THE ORDINANCE  
IS LEGAL AND ENFORCEABLE

\_\_\_\_\_  
Office of the City Attorney

Date: \_\_\_\_\_

LRB176333-1

Tea Norfolk

10/9/2020