

ORDINANCE NO. 79-2020 (CRR)

By Council Member Russell

A Resolution to support Ohio House Bill 535, also known as the CROWN (“Creating A Respectful and Open Workplace for Natural Hair”) Act; and declaring an emergency.

WHEREAS, the City of Cleveland Heights is a community that prides itself on being composed of people who have a rich diversity of backgrounds, cultures, beliefs, and experiences; and

WHEREAS, appreciation for diversity in all forms strengthens a community, fosters a welcoming environment, and is a critical component of a thriving, successful city; and

WHEREAS, discrimination based upon natural hair texture and/or styles remains a source of racial bias, impacting employment and educational opportunities; and

WHEREAS, current state and federal law prohibit discrimination on the basis of race and ethnicity in employment, housing, and in schools, but does not offer protection to individuals with specific hair styles or texture related to race or ethnicity; and

WHEREAS, the states of California, Colorado, New Jersey, New York, Virginia, and Washington have all passed CROWN Act legislation that would prohibit discrimination based upon natural hair texture and/or styles; and

WHEREAS, the municipalities of Cincinnati and Akron in the State of Ohio have enacted legislation prohibiting discrimination based on natural hair styles and textures; and

WHEREAS, Ohio House Bill 535, commonly referred to as the “CROWN Act” seeks to update discrimination laws in the State of Ohio to provide protections based on natural hair styles and textures.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Cleveland Heights, Ohio that:

SECTION 1. The City encourages the Ohio General Assembly to consider Ohio House Bill 535 or other similar legislation to update discrimination laws to provide protections based on natural hair styles and textures.

SECTION 2. The Clerk of Council is hereby directed to forward certified copies of this Resolution to all Ohio State Representatives, Ohio State and U.S Senators and other relevant state public officials and organizations.

ORDINANCE NO. 79-2020 (CRR)

SECTION 3. Notice of the passage of this Resolution shall be given by publishing the title and abstract of its contents prepared by the Director of Law once in one newspaper of general circulation in the City of Cleveland Heights.

SECTION 4. This Resolution is declared to be an emergency measure immediately necessary for the preservation of the public peace, health and safety of the inhabitants of the City of Cleveland Heights, such emergency being the City's need to timely voice support in favor of Ohio House Bill 535. Wherefore, provided it receives the affirmative vote of five (5) or more of the members elected or appointed to this Council, this Resolution shall take effect and be in force immediately upon its passage; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

JASON S. STEIN, Mayor
President of the Council

AMY HIMMELEIN
Clerk of Council

PASSED: July 6, 2020