

# Louisville Attorney Discusses What the CROWN Act Would Mean for Employers

News

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**Chantell Foley** was tapped by *HR Dive* to discuss what the CROWN Act, which stands for "Create a Respectful and Open World for Natural Hair," would mean for employers. The bill was passed by the U.S. House of Representatives in a 235-to-189 vote on March 18.

"It's important to see that Congress is saying they believe this has always been an issue of discrimination," said Chantell, a Black attorney who practices in areas of employment discrimination and harassment. "The courts need to actually take a new view of this and incorporate hairstyle and hair texture into race and national origin, and apply it that way."

Based on the language in the bill, and similar laws already implemented, "there's a good chance that our Congress will pass the CROWN Act," she said. "The law is trying to get courts to say that [Black hair constitutes] a race-based protected group whereas right now, it [doesn't]."

Read the full article in [\*HR Dive\*](#).

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