

1 AN ACT concerning human rights.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 1. References to Act. This Act may be referred to
5 as the CROWN (Create a Respectful and Open Workplace for
6 Natural Hair) Act.

7 Section 5. The Illinois Human Rights Act is amended by
8 changing Section 1-103 as follows:

9 (775 ILCS 5/1-103) (from Ch. 68, par. 1-103)

10 Sec. 1-103. General definitions. When used in this Act,
11 unless the context requires otherwise, the term:

12 (A) Age. "Age" means the chronological age of a person who
13 is at least 40 years old, except with regard to any practice
14 described in Section 2-102, insofar as that practice concerns
15 training or apprenticeship programs. In the case of training
16 or apprenticeship programs, for the purposes of Section 2-102,
17 "age" means the chronological age of a person who is 18 but not
18 yet 40 years old.

19 (B) Aggrieved party. "Aggrieved party" means a person who
20 is alleged or proved to have been injured by a civil rights
21 violation or believes he or she will be injured by a civil
22 rights violation under Article 3 that is about to occur.

1 (B-5) Arrest record. "Arrest record" means:

2 (1) an arrest not leading to a conviction;

3 (2) a juvenile record; or

4 (3) criminal history record information ordered
5 expunged, sealed, or impounded under Section 5.2 of the
6 Criminal Identification Act.

7 (C) Charge. "Charge" means an allegation filed with the
8 Department by an aggrieved party or initiated by the
9 Department under its authority.

10 (D) Civil rights violation. "Civil rights violation"
11 includes and shall be limited to only those specific acts set
12 forth in Sections 2-102, 2-103, 2-105, 3-102, 3-102.1, 3-103,
13 3-104, 3-104.1, 3-105, 3-105.1, 4-102, 4-103, 5-102, 5A-102,
14 6-101, and 6-102 of this Act.

15 (E) Commission. "Commission" means the Human Rights
16 Commission created by this Act.

17 (F) Complaint. "Complaint" means the formal pleading filed
18 by the Department with the Commission following an
19 investigation and finding of substantial evidence of a civil
20 rights violation.

21 (G) Complainant. "Complainant" means a person including
22 the Department who files a charge of civil rights violation
23 with the Department or the Commission.

24 (H) Department. "Department" means the Department of Human
25 Rights created by this Act.

26 (I) Disability. "Disability" means a determinable physical

1 or mental characteristic of a person, including, but not
2 limited to, a determinable physical characteristic which
3 necessitates the person's use of a guide, hearing or support
4 dog, the history of such characteristic, or the perception of
5 such characteristic by the person complained against, which
6 may result from disease, injury, congenital condition of birth
7 or functional disorder and which characteristic:

8 (1) For purposes of Article 2, is unrelated to the
9 person's ability to perform the duties of a particular job
10 or position and, pursuant to Section 2-104 of this Act, a
11 person's illegal use of drugs or alcohol is not a
12 disability;

13 (2) For purposes of Article 3, is unrelated to the
14 person's ability to acquire, rent, or maintain a housing
15 accommodation;

16 (3) For purposes of Article 4, is unrelated to a
17 person's ability to repay;

18 (4) For purposes of Article 5, is unrelated to a
19 person's ability to utilize and benefit from a place of
20 public accommodation;

21 (5) For purposes of Article 5, also includes any
22 mental, psychological, or developmental disability,
23 including autism spectrum disorders.

24 (J) Marital status. "Marital status" means the legal
25 status of being married, single, separated, divorced, or
26 widowed.

1 (J-1) Military status. "Military status" means a person's
2 status on active duty in or status as a veteran of the armed
3 forces of the United States, status as a current member or
4 veteran of any reserve component of the armed forces of the
5 United States, including the United States Army Reserve,
6 United States Marine Corps Reserve, United States Navy
7 Reserve, United States Air Force Reserve, and United States
8 Coast Guard Reserve, or status as a current member or veteran
9 of the Illinois Army National Guard or Illinois Air National
10 Guard.

11 (K) National origin. "National origin" means the place in
12 which a person or one of his or her ancestors was born.

13 (K-5) "Order of protection status" means a person's status
14 as being a person protected under an order of protection
15 issued pursuant to the Illinois Domestic Violence Act of 1986,
16 Article 112A of the Code of Criminal Procedure of 1963, the
17 Stalking No Contact Order Act, or the Civil No Contact Order
18 Act, or an order of protection issued by a court of another
19 state.

20 (L) Person. "Person" includes one or more individuals,
21 partnerships, associations or organizations, labor
22 organizations, labor unions, joint apprenticeship committees,
23 or union labor associations, corporations, the State of
24 Illinois and its instrumentalities, political subdivisions,
25 units of local government, legal representatives, trustees in
26 bankruptcy or receivers.

1 (L-5) Pregnancy. "Pregnancy" means pregnancy, childbirth,
2 or medical or common conditions related to pregnancy or
3 childbirth.

4 (M) Public contract. "Public contract" includes every
5 contract to which the State, any of its political
6 subdivisions, or any municipal corporation is a party.

7 (N) Religion. "Religion" includes all aspects of religious
8 observance and practice, as well as belief, except that with
9 respect to employers, for the purposes of Article 2,
10 "religion" has the meaning ascribed to it in paragraph (F) of
11 Section 2-101.

12 (O) Sex. "Sex" means the status of being male or female.

13 (O-1) Sexual orientation. "Sexual orientation" means
14 actual or perceived heterosexuality, homosexuality,
15 bisexuality, or gender-related identity, whether or not
16 traditionally associated with the person's designated sex at
17 birth. "Sexual orientation" does not include a physical or
18 sexual attraction to a minor by an adult.

19 (P) Unfavorable military discharge. "Unfavorable military
20 discharge" includes discharges from the Armed Forces of the
21 United States, their Reserve components, or any National Guard
22 or Naval Militia which are classified as RE-3 or the
23 equivalent thereof, but does not include those characterized
24 as RE-4 or "Dishonorable".

25 (Q) Unlawful discrimination. "Unlawful discrimination"
26 means discrimination against a person because of his or her

1 actual or perceived: race, color, religion, national origin,
2 ancestry, age, sex, marital status, order of protection
3 status, disability, military status, sexual orientation,
4 pregnancy, or unfavorable discharge from military service as
5 those terms are defined in this Section. As used in Articles 2
6 and 5A of this Act, "race" includes traits historically
7 associated with race, including, but not limited to, hair
8 texture and protective hairstyles such as braids, locks, and
9 twists.

10 (Source: P.A. 100-714, eff. 1-1-19; 101-81, eff. 7-12-19;
11 101-221, eff. 1-1-20; 101-565, eff. 1-1-20; revised 9-18-19.)