

**HOUSE BILL NO. 312**

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTY-SECOND LEGISLATURE - SECOND SESSION

**BY REPRESENTATIVE TARR**

**Introduced: 2/9/22**

**Referred: Education, Labor and Commerce**

**A BILL**

**FOR AN ACT ENTITLED**

1   **"An Act relating to dress codes and natural hairstyles."**

2   **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

3    \* **Section 1.** AS 14.03 is amended by adding a new section to read:

4           **Sec. 14.03.135. Dress code; natural hairstyles.** (a) A governing body may not  
5           adopt a school dress code that

6                       (1) prohibits a student from wearing a hairstyle that is commonly or  
7           historically associated with race;

8                       (2) prohibits a student from wearing a natural hairstyle, regardless of  
9           the student's hair texture or type; in this paragraph, "natural hairstyle" includes braids,  
10          locs, twists, and tight coils; or

11                      (3) requires a student to permanently or semipermanently alter the  
12          student's natural hair.

13                      (b) Notwithstanding (a) of this section, a governing body may adopt a school  
14          dress code that restricts student hairstyles if the restriction is necessary to comply with  
15          a health or safety law, regulation, or ordinance.

1     \* **Sec. 2.** AS 23.10 is amended by adding a new section to article 7 to read:

2             **Sec. 23.10.450. Dress code; natural hairstyles.** (a) An employer may not  
3     adopt a workplace dress code that

4                     (1) prohibits an employee from wearing a hairstyle that is commonly  
5     or historically associated with race;

6                     (2) prohibits an employee from wearing a natural hairstyle, regardless  
7     of the employee's hair texture or type; in this paragraph, "natural hairstyle" includes  
8     braids, locs, twists, and tight coils; or

9                     (3) requires an employee to permanently or semipermanently alter the  
10    employee's natural hair.

11            (b) Notwithstanding (a) of this section, an employer may adopt a workplace  
12    dress code that restricts employee hairstyles if the restriction is necessary to comply  
13    with a health or safety law, regulation, or ordinance.