



# *Crown Act* *Do's and Don'ts* Employment

## *Do*

**DO** eliminate restrictions on hairstyles for employees and applicants wherever possible.

**DO**, if it is absolutely necessary to have hairstyle policies, develop written policies and distribute those policies to all employees and/or members.

**DO** inform employees of their right to request reasonable accommodations for hairstyles of religious significance.

**DO** engage in the interactive process for individuals who request religious reasonable accommodations related to hairstyle.

**DO** train managers and/or Human Resources personnel on anti-discrimination laws and company policies regarding hairstyle.

**DO** recognize that hair texture or hairstyle, including use of extensions, hair ornaments, or headwraps is not indicative of job performance.

**DO** apply policies equally to all employees, contractors, and applicants.

## *Don't*

**DON'T** refuse to hire any person because of hairstyles and protective and cultural hair textures and hairstyles.

**DON'T** discriminate against any person with respect to hiring, tenure, compensation, promotion, discharge or any other terms, conditions or privileges directly or indirectly related to employment because of hairstyles and cultural hair textures and hairstyles.

**DON'T** substantially confine or limit recruitment or hiring of employees, with intent to circumvent the spirit and purpose of the CROWN Act.

**DON'T** discriminate against any person in any way that would deprive or limit their employment opportunities because of hairstyles and protective and cultural hair textures and hairstyles.

The information contained in this Guidance is not intended as legal advice. You should consult your attorney for case-specific advice when situations arise involving disputes about hairstyles and/or natural hair texture. For full guidance, visit [pittsburghpa.gov/chr](http://pittsburghpa.gov/chr). For questions about the guidance, contact the Pittsburgh Commission on Human Relations at 412-255-2600 or [human.relations@pittsburghpa.gov](mailto:human.relations@pittsburghpa.gov)





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