



ARCHDIOCESE OF BOSTON

MEMORANDUM

TO: Pastors, Administrators, Principals, Finance & Operations and Business Managers
FROM: Jim DiFrancesco, Human Resources
RE: New MA Discrimination Law & New EEOC Poster
DATE: November 10, 2022

Governor Charlie Baker signed into law the “Create a Respectful and Open World for Natural Hair” (CROWN) Act, which took effect on October 24, 2022.

The CROWN Act expands the definition of “Race” as applied to a prohibition on discrimination based on race, to expressly include “traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles.” The new law specifically defines “protective hairstyles” as including but not being limited to, braids, locks, twists, Bantu knots, hair coverings, and other formations.

As a result, policies prohibiting discrimination and harassment, as well as dress code policies and any other appearance-related policies that may affect hairstyles, should be reviewed as soon as possible.

In regard to federal developments, the Equal Employment Opportunity Commission (EEOC) has issued a new “Know Your Rights” poster. Effective immediately, this poster replaces the current “EEO is the Law” poster and must be displayed in a conspicuous place along with your other required state and federal employment-related posters. It should also be posted on your website with other employment-related matters.

The new poster is available here:

[“Know Your Rights: Workplace Discrimination is Illegal” poster](#)

[“Know Your Rights: Workplace Discrimination is Illegal” poster \(Spanish\)](#)

Please contact me at 617.746.5829 if you have any questions. Thanks as always.

Jim