

AN ORDINANCE

Amending Chapter 9-1100 of The Philadelphia Code, entitled “Fair Practices Ordinance: Protections Against Unlawful Discrimination,” to clarify that unlawful discrimination includes discrimination based on traits, such as hair texture and hairstyles; all under certain terms and conditions.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Chapter 9-1100 of The Philadelphia Code is hereby amended as follows:

**CHAPTER 9-1100. FAIR PRACTICES ORDINANCE:
PROTECTIONS AGAINST UNLAWFUL DISCRIMINATION**

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§ 9-1102. Definitions.

(1) For purposes of this Chapter the following terms shall have the following meanings:

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(e) **Discrimination.** Any direct or indirect practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, differentiation or preference in the treatment of a person on the basis of actual or perceived race, ethnicity, color, sex (including pregnancy, childbirth, or a related medical condition), sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, source of income, familial status, genetic information or domestic or sexual violence victim status, or other act or practice made unlawful under this Chapter or under the nondiscrimination laws of the United States or the Commonwealth of Pennsylvania. *Discrimination on the basis of race shall include discrimination based on characteristics commonly associated with race, including hairstyles.*

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(m.1) **Hairstyles.** *Hair texture and styles of hair of any length, such as protective or cultural hairstyles, natural hairstyles, and other forms of hair presentation.*

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(w.1) **Protective or cultural hairstyles.** *Including, but not limited to, braids, cornrows, locs, Bantu knots, Afros, and twists, whether or not extensions are used to create any such style, and whether or not hair is adorned by hair ornaments, such as ribbon, beads or barrettes.*

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SECTION 2. This ordinance shall be effective immediately.