

VIRGINIA ACTS OF ASSEMBLY -- 2020 SESSION

CHAPTER 107

An Act to amend and reenact § 2.2-3901 of the Code of Virginia, relating to the Virginia Human Rights Act; discrimination on the basis of race; hair style, type, or texture.

[H 1514]

Approved March 3, 2020

Be it enacted by the General Assembly of Virginia:

1. That § 2.2-3901 of the Code of Virginia is amended and reenacted as follows:

§ 2.2-3901. Unlawful discriminatory practice, gender discrimination, and racial discrimination defined.

A. Conduct that violates any Virginia or federal statute or regulation governing discrimination on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, or disability shall be an "unlawful discriminatory practice" for the purposes of this chapter.

B. The terms "because of sex or gender" or "on the basis of sex or gender" or terms of similar import when used in reference to discrimination in the Code and acts of the General Assembly include because of or on the basis of pregnancy, childbirth or related medical conditions. Women affected by pregnancy, childbirth or related medical conditions shall be treated the same for all purposes as persons not so affected but similar in their abilities or disabilities.

C. *The terms "because of race" or "on the basis of race" or terms of similar import when used in reference to discrimination in the Code and acts of the General Assembly include because of or on the basis of traits historically associated with race, including hair texture, hair type, and protective hairstyles such as braids, locks, and twists.*