

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

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

4 [S 50]

5 Approved

6 **Be it enacted by the General Assembly of Virginia:**7 **1. That § 2.2-3901 of the Code of Virginia is amended and reenacted as follows:**8 **§ 2.2-3901. Unlawful discriminatory practice, gender discrimination, and racial discrimination**
9 **defined.**10 A. Conduct that violates any Virginia or federal statute or regulation governing discrimination on the
11 basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions,
12 age, marital status, or disability shall be an "unlawful discriminatory practice" for the purposes of this
13 chapter.14 B. The terms "because of sex or gender" or "on the basis of sex or gender" or terms of similar
15 import when used in reference to discrimination in the Code and acts of the General Assembly include
16 because of or on the basis of pregnancy, childbirth or related medical conditions. Women affected by
17 pregnancy, childbirth or related medical conditions shall be treated the same for all purposes as persons
18 not so affected but similar in their abilities or disabilities.19 C. *The terms "because of race" or "on the basis of race" or terms of similar import when used in*
20 *reference to discrimination in the Code and acts of the General Assembly include because of or on the*
21 *basis of traits historically associated with race, including hair texture, hair type, and protective*
22 *hairstyles such as braids, locks, and twists.*

ENROLLED

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