Miami CROWN Act

Effective November 5, 2022, Miami Beach, Florida amended its Human Rights Ordinance (the "Ordinance") to prohibit discrimination based on "hair texture [and/]or hairstyle, if that hair texture or hairstyle is commonly associated with a particular race or national origin (including a hairstyle in which hair is tightly coiled or tightly curled, locs, cornrows, twists, braids, Bantu knots, and Afros)."

Employers Impacted: All Miami Beach, Florida employers with five or more employees nationally in each of four or more calendar weeks in the current calendar year.
Effective Dates: November 5, 2022.
Suggested Actions:

- Review any non-discrimination, grooming or personal appearance policies or employment documents to ensure they are compliant with the Ordinance.
- HR Authorizers can access a state-compliant Professional Appearance Policy via the TriNet Reference Library's Individual Policy Wizard tool under the Personnel-Related Policies category.
- Train managers on the Ordinance and grooming and Equal Employment Opportunity policies to help ensure compliance with requirements in hiring and day-to-day workforce management.
- Consider whether diversity or unconscious bias training is appropriate for your workplace.
    - Learn more about the no-cost Diversity, Equity, Inclusion 101, Moving from Bias to Inclusion and Inclusive Conversations @ Work trainings offered through TriNet to managers and HR professionals.
- Contact TriNet for HR best practice guidance prior to taking adverse action against a job applicant or worksite employee for safety reasons related to a protected hairstyle or their hair texture.

Summary:
The Ordinance permits employers to establish and enforce policies or rules surrounding hair texture and/or hairstyle when related to workplace safety if such policies do not lead to job applicants and employees being treated differently than others based on their protected class. It is not a discriminatory practice under the Ordinance to terminate, discipline or refuse to hire an individual due to their inability to appropriately wear health or safety equipment or adhere to other workplace safety requirements.

If you have any questions, log in to TriNet (login.TriNet.com) and click Contact TriNet. If you are unable to log in, go to TriNet (login.TriNet.com) and select one of the following options: Forgot Password, Forgot ID, Unlock Account, Login Help.

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