

**OFFICE OF THE CHIEF OF POLICE
EMPLOYEE RELATIONS ADMINISTRATOR**

NOTICE
2.2.3

November 7, 2019

TO: All Commanding Officers

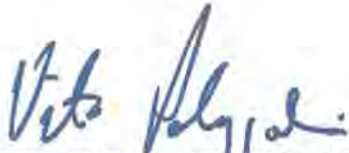
FROM: Employee Relations Administrator

SUBJECT: NEW CALIFORNIA LAW – HAIR STANDARDS

On July 3, 2019, California Senate Bill 188 was signed into law. Senate Bill 188 (the CROWN Act – which stands for Creating a Respectful and Open Workplace for Natural hair), takes effect on January 1, 2020. The law prohibits discrimination based on traits historically associated with race, including, but not limited to, hair texture and hairstyles, such as braids, locks, or twists. Department grooming standards do not prohibit the wearing of such styles and commanding officers shall be guided by the law in making employment decisions.

Commanding officers are encouraged to seek guidance from Employee Relations Group when there is a question regarding the new law and the Department's grooming standards or when they need further clarification, before taking any adverse employment action.

Employee Relations Group can be reached at (213) 486-7600.



VITO N. PALAZZOLO, Commander
Employee Relations Administrator

APPROVED:



BOB GREEN, Deputy Chief
Chief of Staff
Office of the Chief of Police