



APPENDIX P:

CROWN ACT

I. Policy

At the City of Beeville, we are committed to fostering a diverse, inclusive, and respectful work environment for all employees. Discrimination of any kind, including discrimination based on race or hair texture, is strictly prohibited. This policy is designed to ensure that all employees are treated fairly and equitably, and that no employee is subjected to discrimination because of their hair texture or protective hairstyle, commonly or historically associated with race ethnicity, or culture.

II. Scope:

This policy applies to all employees, job applicants, contractors, vendors, clients, and visitors at City of Beeville. It encompasses all aspects of employment, including hiring, promotions, work assignments, compensation, benefits, training, and any other terms and conditions of employment.

III. Policy Details:

Hair Texture and Protective Hairstyles:

- We recognize that hair texture and protective hairstyles, such as braids, locks, and twists, have cultural and historical significance. Discrimination against employees based on these characteristics is strictly prohibited. No employee shall be subject to adverse employment actions, harassment, or unequal treatment due to their hair texture or chosen protective hairstyle.

Unlawful Employment Practice:

- The City of Beeville acknowledges that adopting or enforcing a dress or grooming policy that discriminates against hair texture or protective hairstyles associated with a specific race is an unlawful employment practice. We are committed to maintaining a dress code and grooming policy that is inclusive and respectful of diverse hair textures and styles

Anti-Retaliation:

- Employees who report instances of hair discrimination or participate in investigations related to such matters will be protected from any form of retaliation. Retaliation against an employee for raising concerns or participating in investigations is strictly prohibited and will be addressed according to our anti-retaliation policy.

Reporting Discrimination:

- Any employee who believes they have experienced or witnessed hair discrimination is encouraged to report the incident promptly to their supervisor, manager, HR representative, or any designated individual responsible for addressing such concerns. Reports can be made verbally or in writing and will be treated confidentially to the extent possible.

Investigation and Resolution:

- The City of Beeville is committed to promptly and thoroughly investigating all reports of hair discrimination. Investigations will be conducted impartially, and appropriate action will be taken based on the findings. Such actions may include education, training, counseling, discipline, and other measures deemed necessary to prevent future occurrences.

The City of Beeville is dedicated to maintaining an inclusive workplace that values the uniqueness and diversity of its employees. We will take all necessary measures to prevent, address, and eliminate such discrimination from our workplace. This policy reflects our commitment to creating an environment where every individual is treated with dignity, respect, and fairness.