

**CITY OF FALCON HEIGHTS  
COUNCIL RESOLUTION**

June 14, 2023

No. 23-41

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**RESOLUTION AMMENDING THE PERSONNEL POLICY TO INCLUDE  
REQUIREMENTS BY THE CROWN ACT**

**WHEREAS**, The CROWN Act, which stands for “Creating a Respectful and Open World for Natural Hair”, was signed into law by Governor Tim Walz on February 1, 2023 making it illegal in Minnesota to discriminate against someone because of their hair.

**WHEREAS**, The CROWN Act adds to the Minnesota Human Rights Act to include “traits associated with race, including but not limited to texture and hair styles such as braids, locs, and twists.”; and


**WHEREAS**, the Personnel Policy is a living document that is revised from time to time as need arises; and

**WHEREAS**, such revisions are needed to ensure the Personnel Policy complies with changes to State Statutes and Federal Employment Laws.


**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF** Falcon Heights, Minnesota authorize the City Administrator to revise the Personnel Policy to further define racial discrimination to include hair texture and hair styles associated with race as required by the CROWN Act.

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Moved by: Leehy

Approved by:   
Randy Gustafson  
Mayor

GUSTAFSON      5 In Favor  
LEEHY  
MEYER            0 Against  
WASSENBERG  
WEHYEE

Attested by:   
Jack Linehan  
City Administrator