



POLICY: Zero Tolerance for Hair Discrimination

Approved by Governing Council on: 9.6.2023

No school discrimination for race, religion or culture as it pertains to hair shall take place at Siembra. Siembra is a students of color serving institution focusing on liberatory and social justice practice in our school community.

In accordance with the No School Discrimination for Hair Act, NMSA 1978 §22-5-4.3 (A) requires that existing anti-discrimination policies, student discipline, dress code policies be added with the following language:

Siembra shall not discriminate against a student, discipline a student, or impose disparate treatment of a student, because of a student's race, religion, or culture or because of a student's use of protective hairstyles or cultural or religious headdresses, as defined in New Mexico statute, *NMSA 1978 §22-5-4.3 (A)&(I) and §22-8B-4(A)&(U)*.

- (1) "Cultural or religious headdresses" includes hijabs, head wraps or other headdresses used as part of an individual's personal cultural or religious beliefs.
- (2) "protective hairstyles" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, weaves, wigs, or head wraps; and
- (3) "race" includes traits historically associated with race, including hair texture, length of hair, protective hairstyles or cultural or religious headdresses. *NMSA 1978 §22-5-4.3 (I) and §22-8B-4(U)*

