

H.R. 2116, CROWN Act of 2021

As ordered reported by the House Committee on the Judiciary on September 30, 2021

By Fiscal Year, Millions of Dollars	2022	2022-2026	2022-2031
Direct Spending (Outlays)	*	*	*
Revenues	*	*	*
Increase or Decrease (-) in the Deficit	*	*	*
Spending Subject to Appropriation (Outlays)	*	4	not estimated
Statutory pay-as-you-go procedures apply?	Yes	Mandate Effects	
Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2032?	No	Contains intergovernmental mandate?	Excluded from UMRA
		Contains private-sector mandate?	Excluded from UMRA
* = between -\$500,000 and \$500,000.			

H.R. 2116 would prohibit discrimination based on a person's hair texture or hairstyle if that style or texture is commonly associated with a particular race or national origin. Specifically, the bill would prohibit this type of discrimination against individuals participating in or receiving benefits provided by federally funded programs, such as housing programs under the Fair Housing Act. The legislation also would prohibit this type of discrimination in employment settings and in public accommodations. To enforce the prohibitions, H.R. 2116 would allow aggrieved parties to file civil suits in federal courts in the same manner as discrimination suits filed for other violations under the Civil Rights Act and the Fair Housing Act.

Using information from the Equal Employment Opportunity Commission (EEOC), CBO expects that the EEOC would receive roughly 200 to 300 more employment discrimination claims each year under H.R. 2116. To meet that additional workload, CBO estimates that the commission would need the equivalent of four additional employees, at a cost of about \$3 million over the 2022-2026 period.

Furthermore, using information from the Department of Housing and Urban Development (HUD), CBO expects that HUD's Fair Housing Activities Program would receive approximately 60 more housing discrimination complaints each year under H.R. 2116. To



meet that additional workload, CBO estimates HUD would need about \$1 million over the 2022-2026 period for new staff, training, and outreach to process the complaints.

Taken together, CBO estimates that implementing the bill would cost \$4 million over the 2022-2026 period. Such spending would be subject to the availability of appropriated funds.

If enacted, CBO expects that the legislation would likely result in a small increase in the number of discrimination suits filed in federal courts under those civil rights laws. The federal judiciary charges fees to file suit in district court. Those fees are recorded as revenues and can be spent by the judiciary without further appropriation action. Because the expected increase in the number of lawsuits is small, CBO estimates that enacting H.R. 2116 would increase both direct spending and revenues by less than \$500,000 over the 2022-2031 period.

CBO has not reviewed H.R. 2116 for intergovernmental or private-sector mandates.

Section 4 of the Unfunded Mandates Reform Act excludes from the application of that act any legislative provisions that would establish or enforce statutory rights that prohibit discrimination on the basis of race, color, religion, sex, national origin, age, handicap, and disability. CBO has determined that the bill falls within that exclusion because it would prohibit discrimination against individuals based on their hair texture or style if associated with their race or national origin.

The CBO staff contacts for this estimate are Lindsay Wylie (for federal costs) and Lilia Ledezma (for mandates). The estimate was reviewed by Leo Lex, Deputy Director of Budget Analysis.