



Oregon School Activities Association

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Excerpt from 2021-22 OSAA Handbook, Executive Board Policies

41. HAIR ADORNMENT

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The OSAA aims to be inclusive of all students from varying cultural backgrounds to access athletic and activity programs provided at member schools, while providing a fair and safe environment. This policy was developed inclusive of the language established in Oregon House Bill 2935 and in collaboration with the OSAA Equity and Diversity Committee and other stakeholders. The OSAA recognizes that this policy will need to be reviewed on a regular basis and continued education to member schools will be required to ensure understanding of this policy. The OSAA recognizes the value of athletics and activities for all students and the potential for inclusion to reduce harassment, bullying and barriers faced by certain students. The OSAA also recognizes the concerns of students, parents, and coaches to ensure a fair, equitable, and safe competitive environment.

- A. House Bill 2935 Language. House Bill 2935 amended [ORS 659A.001](#), [ORS 332.075](#) and [ORS 659.850](#) relating to discrimination.
- 1) [ORS 659A.001](#), Amended to read:
 - a) *“Protective hairstyle” means a hairstyle, hair color or manner of wearing hair that includes, but is not limited to, braids, regardless of whether the braids are created with extensions or styled with adornments, locs and twists.*
 - b) *“Race” includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles.*
 - 2) [ORS 332.075](#), Amended to read: (1) Any school district board may: (e) Authorize the school district to be a member of and pay fees, if any, to any voluntary organization that administers interscholastic activities or facilitates the scheduling and programming of interscholastic activities only if the organization: (A) Implements equity focused policies that:
 - a) *Address the use of derogatory or inappropriate names, insults, verbal assaults, profanity or ridicule that occurs at an interscholastic activity, including by spectators of the interscholastic activity;*
 - b) *Prohibit discrimination as defined in [ORS 659.850](#);*
 - c) *Permit a student to wear religious clothing in accordance with the student’s sincerely held religious belief and consistent with any safety and health requirements; and*
 - d) *Balance the health, safety and reasonable accommodation needs of participants on an activity-by-activity basis;*
 - 3) [ORS 659.850](#), Amended to read: (B) *“Discrimination” does not include enforcement of an otherwise valid dress code or policy, as long as the code or policy:*
 - a) *Provides, on a case-by-case basis, for reasonable accommodation of an individual based on the health and safety needs of the individual; and*
 - b) *Does not have a disproportionate adverse impact on members of a protected class to a greater extent than the policy impacts person generally.*
 - c) *“Race” includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined in [ORS 659A.001](#).*
- B. Activities Allowing Hair Adornments as Exception to NFHS Rules. House Bill 2935 requires OSAA to implement equity focused policies that balance the health, safety, and reasonable accommodation needs of participants on an activity-by-activity basis. After careful review, and in alignment with House Bill 2935 and other rule-governing bodies, the OSAA will allow hair adornments in the following activities, despite current NFHS rules prohibiting them.

- 1) ***Cheerleading – Currently prohibited per NFHS Spirit Safety Rule: 2.1.5 Situation A.***

OSAA Interpretation – Hair must be worn in a manner that is appropriate for the activity involved. Hair adornment(s) must be secured.

- 2) ***Volleyball – Currently prohibited per NFHS Volleyball Rule 4.1.6.***

OSAA Interpretation – Hair with adornments must be secured so as not to present a safety hazard to the player, teammates, or opponents. If the hair adornment(s) become dislodged prior to or during competition, it must be secured before the participant can return to play.

- C. ***Activities Adhering to NFHS Rules Prohibiting Hair Adornments. House Bill 2935 requires OSAA to implement equity focused policies that balance the health, safety, and reasonable accommodation needs of participants on an activity-by-activity basis. After careful review, and in alignment with House Bill 2935 and other rule-governing bodies, the OSAA is adhering to NFHS rules prohibiting hair adornments in the following activities due to health and safety considerations.***

- 1) ***Basketball – Prohibited per NFHS Basketball Rule 3-5 Article 4.***

- 2) ***Football – Prohibited per NFHS Football Rule 1-5 Article 3.***

- 3) ***Soccer – Prohibited per NFHS Soccer Rule 4-2 Article 1.***

- 4) ***Wrestling – Prohibited per NFHS Wrestling Rules 3-1-4b and 4-2-1.***

- D. ***Activities Already Allowing Hair Adornment per NFHS Rules. OSAA-sanctioned activities where hair adornments are already allowed by NFHS or rule-governing bodies.***

- 1) ***Cross Country***

- 2) ***Dance***

- 3) ***Baseball***

- 4) ***Golf***

- 5) ***Softball***

- 6) ***Swimming***

- 7) ***Tennis***

- 8) ***Track & Field***