



Kansas State Council of SHRM, Inc.  
825 S. Kansas, Suite 502 • Topeka, KS 66612  
(888) 332-6248 • [office@ksshrm.com](mailto:office@ksshrm.com)



Senate Committee on Federal and State Affairs  
January 11, 2024  
Written-only Neutral Testimony on SB 36  
By Kyle Russell

Chairman Thompson and Honorable Committee Members,

Thank you for the opportunity to submit neutral written comments on SB 36 on behalf of Kansas Society for Human Resource Management (KS SHRM). For those unfamiliar with KS SHRM, it is a professional organization comprised of 2,300+ HR professionals in Kansas. KS SHRM serves the needs of HR professionals and advances the interests of the HR profession throughout the state. Our members are responsible for developing and implementing workplace policies and practices that comply with federal, state and local laws and provide guidance to managers at all levels about fair and effective people management practices. Our members serve in the public and private sectors representing unionized and non-unionized businesses of all sizes.

KS SHRM is committed to assisting our HR members and Kansas employers with providing vibrant and welcoming work environments. The members of KS SHRM are committed to providing diverse and inclusive work environments. The premises raised for the introduction of SB 36 are concerning for KS SHRM members and we are committed to working with its advocates to address the concerns outlined in their testimony. However, the Kansas Human Rights Commission and EEOC recognizes hair discrimination as a form of race discrimination and/or religious discrimination. Specifically, current discrimination laws allow for even broader discrimination claims to be filed including sex (males with long hair, females with short hair), religion, race (carve out for this bill), age (balding) and disability (losing hair due to cancer treatments). If SB 36 is passed, our members want to be assured the other claims would not be left behind or deemed less important because not specifically spelled out as a protected class.

As stated above, KS SHRM is committed to diverse and inclusive work environments. While we do not oppose the premises of SB 36, we do believe existing law allows for it already. Regardless whether SB 36 is passed or not, KS SHRM is committed to educating our members and bringing awareness of the concerns raised by SB 36.

On behalf of KS SHRM and its members, thank you for the opportunity to provide these neutral comments on SB 36.