

Policy 4219.22: Dress And Grooming

Status: ADOPTED

Original Adopted Date: 07/01/2004 | **Last Revised Date:** 10/01/2019 | **Last Reviewed Date:** 10/01/2019

The Governing Board believes that appropriate dress and grooming by district employees contribute to a productive learning environment and model positive behavior. During school hours and at school activities, employees shall maintain professional standards of dress and grooming that demonstrate their high regard for education, present an image consistent with their job responsibilities and assignment, and do not endanger the health or safety of employees or students. All employees shall be held to the same standards unless their assignment provides for modified dress as approved by their supervisor.

The district shall allow employees to appear and dress in a manner consistent with their gender identity or gender expression. (Government Code 12949)

The district shall not discriminate against employees based on hair texture and protective hairstyles, including, but not limited to, braids, locks, and twists. (Government Code 12926)

The district shall not dismiss an employee, discriminate against an employee in compensation or in terms, conditions, or privileges of employment, or refuse to hire a job applicant on the basis of religious dress or grooming practices. (Government Code 12926, 12940)

This policy shall be presented to employees upon employment, through the employee handbook or other appropriate means, and may be periodically reviewed with all employees as necessary.

State	Description
Ed. Code 35160	<u>Authority of governing boards</u>
Ed. Code 35160.1	<u>Broad authority of school districts</u>
Gov. Code 12926	<u>Definitions</u>
Gov. Code 12940	<u>Unlawful discriminatory employment practices</u>
Gov. Code 12949	<u>Dress standards; consistency with gender identity</u>
Gov. Code 3543.2	<u>Scope of representation</u>
Management Resources	Description
CA Civil Rights Department Publication	<u>The Rights of Employees Who Are Transgender or Gender Nonconforming: Fact Sheet, November 2022</u>
Court Decision	Domico v. Rapides Parish School Board (5th Cir. 1982) 675 F.2d 100
Court Decision	East Hartford Education Assn. v. Board of Education (2d Cir. 1977) 562 F. 2d 856
Court Decision	Finot v. Pasadena Board of Education (1967) 250 Cal.App.2d 189
Court Decision	San Mateo City School District v. PERB (1983) 33 Cal. 3d 850
Public Employment Relations Board Decision	Inglewood United School District (1985) 10 PERC P17, 000
Public Employment Relations Board Decision	Santa Ana Unified School District (1998) 22 PERC P29, 136
Website	<u>CSBA District and County Office of Education Legal Services</u>

Website
Website

California Public Employment Relations Board
California Civil Rights Department

Code

0410
0415
4030
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4112.21
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4118
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4219.25
4219.25
4319.11
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Description

Nondiscrimination In District Programs And Activities
Equity
Nondiscrimination In Employment
Nondiscrimination In Employment
Interns
Interns
Dismissal/Suspension/Disciplinary Action
Dismissal/Suspension/Disciplinary Action
Sex Discrimination and Sex-Based Harassment
Sex Discrimination and Sex-Based Harassment
Professional Standards
Professional Standards
Political Activities Of Employees
Political Activities Of Employees
Dismissal/Suspension/Disciplinary Action
Dismissal/Suspension/Disciplinary Action
Sex Discrimination and Sex-Based Harassment
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