

**Policy 4119.22: Dress And Grooming**

**Status:** DRAFT

**Original Adopted Date:** Pending

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.

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State References**

<b>State References</b>	<b>Description</b>
Ed. Code 35160	Authority of governing boards
Ed. Code 35160.1	Broad authority of school districts
Gov. Code 12926	Definitions
Gov. Code 12940	Unlawful discriminatory employment practices
Gov. Code 12949	Dress standards; consistency with gender identity
Gov. Code 3543.2	Scope of representation

**Management Resources References**

<b>Management Resources References</b>	<b>Description</b>
CA Dept of Fair Employment and Housing Publication	Transgender Rights in the Workplace
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	CSBA District and County Office of Education Legal Services - <a href="https://simbli.eboardsolutions.com/SU/UdykszdmPETuDslshXk6R5akQ==">https://simbli.eboardsolutions.com/SU/UdykszdmPETuDslshXk6R5akQ==</a>
Website	California Public Employment Relations Board - <a href="https://simbli.eboardsolutions.com/SU/7Fndg3k626KwCb511Tslsh2ew==">https://simbli.eboardsolutions.com/SU/7Fndg3k626KwCb511Tslsh2ew==</a>
Website	California Department of Fair Employment and Housing - <a href="https://simbli.eboardsolutions.com/SU/RRvNseNogmlnMLyI8K40jw==">https://simbli.eboardsolutions.com/SU/RRvNseNogmlnMLyI8K40jw==</a>

**Cross References****Description**

0410	Nondiscrimination In District Programs And Activities - <a href="https://simbli.eboardsolutions.com/SU/FnDZ7yHITUVLmcPBwcYa4w==">https://simbli.eboardsolutions.com/SU/FnDZ7yHITUVLmcPBwcYa4w==</a>
0415	Equity - <a href="https://simbli.eboardsolutions.com/SU/RWAplusJLDjWXpplusgC05iplusLDOA==">https://simbli.eboardsolutions.com/SU/RWAplusJLDjWXpplusgC05iplusLDOA==</a>
4030	Nondiscrimination In Employment - <a href="https://simbli.eboardsolutions.com/SU/japluspF1fDZLwk4z1txs8TVw==">https://simbli.eboardsolutions.com/SU/japluspF1fDZLwk4z1txs8TVw==</a>
4030	Nondiscrimination In Employment - <a href="https://simbli.eboardsolutions.com/SU/1hr1nwwQdqhZCpluskI91M7LA==">https://simbli.eboardsolutions.com/SU/1hr1nwwQdqhZCpluskI91M7LA==</a>
4112.21	Interns - <a href="https://simbli.eboardsolutions.com/SU/QZvPcHT2nD9e0D5yIUlphQ==">https://simbli.eboardsolutions.com/SU/QZvPcHT2nD9e0D5yIUlphQ==</a>
4112.21	Interns - <a href="https://simbli.eboardsolutions.com/SU/hCsg7ffrJXEQu5xkv8JI9Q==">https://simbli.eboardsolutions.com/SU/hCsg7ffrJXEQu5xkv8JI9Q==</a>
4118	Dismissal/Suspension/Disciplinary Action - <a href="https://simbli.eboardsolutions.com/SU/zZ8ALG9AVGufbVzECQB8Tw==">https://simbli.eboardsolutions.com/SU/zZ8ALG9AVGufbVzECQB8Tw==</a>
4118	Dismissal/Suspension/Disciplinary Action - <a href="https://simbli.eboardsolutions.com/SU/rOKplusxHxHkrEBT6aplusTWhislshQ==">https://simbli.eboardsolutions.com/SU/rOKplusxHxHkrEBT6aplusTWhislshQ==</a>
4119.11	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/SlvMh9PMikAPEOLcsVldiQ==">https://simbli.eboardsolutions.com/SU/SlvMh9PMikAPEOLcsVldiQ==</a>
4119.11	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/BsxQhDtsvrslshROgWBslGoVg==">https://simbli.eboardsolutions.com/SU/BsxQhDtsvrslshROgWBslGoVg==</a>
4119.21	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/UTGFaZorslshLeTKDloySlOfQ==">https://simbli.eboardsolutions.com/SU/UTGFaZorslshLeTKDloySlOfQ==</a>
4119.21-E PDF(1)	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/mGplusvfwZSZeWEomplumBplusTJTg==">https://simbli.eboardsolutions.com/SU/mGplusvfwZSZeWEomplumBplusTJTg==</a>
4119.25	Political Activities Of Employees - <a href="https://simbli.eboardsolutions.com/SU/UslshRGVnhjBEeEDNrk07psQg==">https://simbli.eboardsolutions.com/SU/UslshRGVnhjBEeEDNrk07psQg==</a>
4218	Dismissal/Suspension/Disciplinary Action - <a href="https://simbli.eboardsolutions.com/SU/9plusE9V6WiAoDtbVijXcJb8Q==">https://simbli.eboardsolutions.com/SU/9plusE9V6WiAoDtbVijXcJb8Q==</a>
4218	Dismissal/Suspension/Disciplinary Action - <a href="https://simbli.eboardsolutions.com/SU/WsdW3plusnjP9wlvJpaJpqnSA==">https://simbli.eboardsolutions.com/SU/WsdW3plusnjP9wlvJpaJpqnSA==</a>
4219.11	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/tANOtshlaLtnplusAwRY1FCqQjA==">https://simbli.eboardsolutions.com/SU/tANOtshlaLtnplusAwRY1FCqQjA==</a>
4219.11	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/sOKhv3nplusqEuVMf7plusON7wrw==">https://simbli.eboardsolutions.com/SU/sOKhv3nplusqEuVMf7plusON7wrw==</a>
4219.21	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/cRQObj7EJcTiplushojXxDrw==">https://simbli.eboardsolutions.com/SU/cRQObj7EJcTiplushojXxDrw==</a>
4219.21-E PDF(1)	Professional Standards - Code Of Ethics Classified Employees - <a href="https://simbli.eboardsolutions.com/SU/Yn4FDSgBUNSBsWF3lvpkIQ==">https://simbli.eboardsolutions.com/SU/Yn4FDSgBUNSBsWF3lvpkIQ==</a>
4219.25	Political Activities Of Employees - <a href="https://simbli.eboardsolutions.com/SU/seiEdh3poDGMpbcllNJXOQ==">https://simbli.eboardsolutions.com/SU/seiEdh3poDGMpbcllNJXOQ==</a>
4319.11	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/EX3wm6YIGO1llgpyhTruVw==">https://simbli.eboardsolutions.com/SU/EX3wm6YIGO1llgpyhTruVw==</a>
4319.11	Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/afYPjOEJno5bLslshzEsWu4Xw==">https://simbli.eboardsolutions.com/SU/afYPjOEJno5bLslshzEsWu4Xw==</a>
4319.21	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/aVzvR2gnF6PxyE8OYijAPA==">https://simbli.eboardsolutions.com/SU/aVzvR2gnF6PxyE8OYijAPA==</a>
4319.21-E PDF(1)	Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/sVVtgfkApxmtRMQLIsMRyQ==">https://simbli.eboardsolutions.com/SU/sVVtgfkApxmtRMQLIsMRyQ==</a>
4319.25	Political Activities Of Employees - <a href="https://simbli.eboardsolutions.com/SU/HslshFplusldczqDEuoellia0ZiA==">https://simbli.eboardsolutions.com/SU/HslshFplusldczqDEuoellia0ZiA==</a>