



PERSONNEL – CERTIFICATED EMPLOYEES

BOARD POLICY – DRESS AND GROOMING

BP 4119.22

The County Board of Education and the County Superintendent of Schools believe that appropriate dress and grooming by SBCEO 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 SBCEO shall allow employees to appear and dress in a manner consistent with their gender identity or gender expression. (Government Code 12949)

The SBCEO 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 SBCEO 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 County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Management Resources	Description
CA Dept of Fair Employment and Housing Publication	Transgender Rights in the Workplace
Court Decision	San Mateo City School District v. PERB (1983) 33 Cal. 3d 850
Court Decision	Finot v. Pasadena Board of Education (1967) 250 Cal.App.2d 189
Court Decision	East Hartford Education Assn. v. Board of Education (2d Cir. 1977) 562 F. 2d 856
Court Decision	Domico v. Rapides Parish School Board (5th Cir. 1982) 675 F.2d 100
Public Employment Relations Board Decision	Santa Ana Unified School District (1998) 22 PERC P29, 136
Public Employment Relations Board Decision	Inglewood United School District (1985) 10 PERC P17, 000

Website
Website

[California Public Employment Relations Board](#)
[California Department of Fair Employment and Housing](#)

State

Ed. Code 35160
Ed. Code 35160.1
Gov. Code 12926
Gov. Code 12940
Gov. Code 12949
Gov. Code 3543.2

Description

Authority of governing boards
Broad authority of school districts
Definitions
Unlawful discriminatory employment practices
Dress standards, consistency with gender identity
Scope of representation

ADOPTED BY COUNTY BOARD:
REVISED:

February 2, 2023