Liberty Union High School District

Board Policy

Classification:	Personnel	Policy No.	BP4119.22/4219.22/4319.22
		Page	1 of 2
Subject:	Limited Disruption and Dress & Grooming	Effective	1/23/13
		Revised	01/15/20

The Governing Board is committed to keeping the schools free from disruptions that distract from the learning environment, as well as providing a safe and secure school environment.

Furthermore, 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.

All staff members share in this responsibility which shall include, but not be limited to, the following:

1. Provide proper supervision of students during school hours, while at school sponsored activities and while students are using District transportation to and from school.

2. Dress in a professional manner that is appropriate for the employee's job classification and behave in a manner that promotes a productive learning environment. Model positive behavior between all members of our educational community.

3. Use of personal electronic devices shall not interfere with the responsibilities and duties of the employee.

cf. 0415 - Equity)
cf. 4118 - Dismissal/Suspension/Disciplinary Action
cf. 4112.21/4212.21/4312.21 - Professional Standards
cf. 4119.25/4219.25/4319.25 - Political Activities of Employees
cf. 4218 - Dismissal/Suspension/Disciplinary Action

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

cf. 0410 - Nondiscrimination in District Programs and Activities
cf. 4030 - Nondiscrimination in Employment
cf. 4119.11/4219.11/4319.11 - Sexual Harassment

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)

In addition, 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.

Legal Reference:

EDUCATION CODE
35160 Authority of governing boards
35160.1 Broad authority of school districts

GOVERNMENT CODE
3543.2 Scope of representation
12926 Definitions
12940 Unfair employment practices
12949 Dress standards, consistency with gender identity

COURT DECISIONS
San Mateo City School District v. PERB (1983) 33 Cal. 3d 850
Domico v. Rapides Parish School Board (5th Cir. 1982) 675 F.2d 100
East Hartford Education Assn. v. Board of Education (2d Cir. 1977) 562 F. 2d 838
Finot v. Pasadena Board of Education (1967) 250 Cal.App.2d 189

PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS
Santa Ana Unified School District (1998) 22 PERC P29, 136
Inglewood Unified School District (1985) 10 PERC P17, 000
Management Resources:

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING PUBLICATIONS
Transgender Rights in the Workplace

WEB SITES
California Department of Fair Employment and Housing: http://www.dfeh.ca.gov
Public Employment Relations Board: http://www.perb.ca.gov
(7/04 5/19) 10/19