

DRESS AND GROOMING

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 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.

- (cf. 4118 - Suspension/Disciplinary Action)
- (cf. 4119.25/4219.25/4319.25 - Political Activities of Employees)
- (cf. 4218 - Dismissal/Suspension/Disciplinary Action)
- (cf. 5132 - Dress and Grooming)

Legal Reference:

EDUCATION CODE

35160 Authority of governing boards

35160.1 Broad authority of school districts

GOVERNMENT CODE

3543.2 Scope of representation

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 856

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:

WEB SITES

Public Employment Relations Board: <http://www.perb.ca.gov>

ALHAMBRA UNIFIED SCHOOL DISTRICT

Alhambra, California

Policy Adopted: October 7, 2014

DRESS AND GROOMING

1. Appropriate dress and grooming contribute to a productive learning environment and affects the opinions others may form about the district.
2. The Board of Education expects staff during school hours to wear clothing that demonstrates their high regard for education and presents an image consistent and appropriate for the employees' job responsibilities. Accordingly, all employees shall not dress or groom themselves in a manner of dress or grooming that has an adverse effect on the district's ability to deliver educational services, detracts from the district's public image, tends to undermine the public confidence in the district and its' education programs, or endangers the health and safety of employees or students.
3. Employees are expected to follow the below-listed guidelines for appropriate attire with the exception of a field trip activity, site "Spirit Day," or assignments in non-air conditioned areas on a modified heat day when the temperature exceeds 90 degrees.

General Guidelines

1. Shoes must be worn at all times.
2. Clothing and jewelry shall be free of writing, pictures or any other insignia which are crude, vulgar, profane or sexually suggestive or which advocate racial, ethnic prejudice or the use of drugs, tobacco or alcohol.
3. Hat, caps or other head coverings shall not be worn inside except for health and/or religious reasons.
4. Clothes shall conceal undergarments at all times. See-through or fish-net, halter tops, off-the shoulder, low-cut tops, and bare midriffs are prohibited.
5. Leggings/tights (worn as pants), and T-shirts (with the exception of educational or up-lifting statements, school spirit days, field trips, and physical education teachers) are prohibited. Dresses, skirts or shorts shorter than mid-thigh are prohibited.
6. Hair shall be clean and neatly groomed.