

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4319.22: Dress And Grooming

Original Adopted Date: 1/17/2024

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

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](#)

Management Resources

CA Civil Rights Department Publication

Court Decision

Description

Transgender Rights in the Workplace

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
Website	California Public Employment Relations Board
Website	California Civil Rights Department

Cross References

Code	Description
0410	Nondiscrimination In District Programs And Activities
0415	Equity
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4112.21	Interns
4112.21	Interns
4118	Dismissal/Suspension/Disciplinary Action
4118	Dismissal/Suspension/Disciplinary Action
4119.11	Sexual Harassment
4119.11	Sexual Harassment
4119.21	Professional Standards
4119.21-E(1)	Professional Standards
4119.25	Political Activities Of Employees
4119.25	Political Activities Of Employees
4218	Dismissal/Suspension/Disciplinary Action
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4219.11	Sexual Harassment
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4219.21	Professional Standards
4219.21-E(1)	Professional Standards
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4319.21	<u>Professional Standards</u>
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4319.25	<u>Political Activities Of Employees</u>
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