

TULARE COUNTY OFFICE OF EDUCATION

Superintendent Policy

Personnel – All Personnel

SP 4119.22

SP 4219.22

SP 4319.22

Dress and Grooming

Dress and Grooming

The Tulare County Superintendent of Schools (County Superintendent) believes that appropriate dress and grooming by Tulare County Office of Education (TCOE) employees contributes to a productive learning/working environment and model positive behavior. During office 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.

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

TCOE shall not discriminate against employees based on hair texture and protective hairstyles, including but not limited to, braids, locks, and twists. (Government Code 12926)

TCOE 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.

Employees shall report to work dressed in a manner that is appropriate and consistent with their job assignment. In order to maintain staff/student safety, protect the learning environment and provide an opportunity for TCOE employees to dress for success, clothing

1. Must not distract from the learning/working environment
2. Must be safe; not create a safety hazard
3. Must adhere to professional standards
 - a. May not display any words or slogans which reference the use of alcoholic beverages or drugs
 - b. May not display any words, pictures or designs which would be considered, by reasonable standards, to be vulgar, profane, or otherwise inappropriate for the workplace.
 - c. Shorts may only be worn for special activities/events with prior approval from manager
 - i. Not shorter than the middle of the thigh
4. Visible tattoos are to be covered during work hours
5. Piercings – ears only when working with students
6. Safe shoes: toes covered, and heel straps required when working with students
 - a. No flip-flops

Employees in an office setting shall not, except with prior approval of management, wear jeans, denim pants, shorts, or sweatsuits to work.

Casual or dress down days may be designated by the County Superintendent throughout the year.

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. Public Employment Relations Bd. (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:

WEB SITES

California Public Employment Relations Board: www.perb.ca.gov

Effective July 1, 2022, the Department of Fair Employment and Housing has been renamed to the California Civil Rights Department (CRD): <https://calcivilrights.ca.gov>

Policy approved: 10/03/2008



Tulare County Superintendent of Schools
Visalia, California

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