

Riverside County Office of Education
Board Policy 4119.22, 4219.22 and 4319.22 Dress Code

PERSONNEL - ALL PERSONNEL

SUBJECT: Dress Code

The County Office of Education believes that appropriate dress and appearance by County employees contribute to a productive learning environment and model positive behavior. During school/work hours and at school/work activities, employees shall maintain professional standards of dress that demonstrate their high regard for education.

Employees shall report to work dressed in a manner that is appropriate and consistent with their job assignment. No clothing shall be worn which:

- creates a safety hazard;
- is excessively revealing or provocative;
- displays any words, pictures, slogans, or designs which would be considered, by reasonable standards, to be vulgar, profane, or otherwise inappropriate for the workplace.

All employees shall be held to the same standards unless their assignment provides for modified dress as approved by their supervisor.

(cf. 0415 – Equity)

(cf. 4118 – Dismissal/Suspension/Disciplinary Action)

(cf. 4119.21/4219.21/4319.21 Professional Standards)

(cf. 4119.25/4219.25/4319.25 – Political Activities of Employees)

(cf. 4218 – Dismissal/Suspension/Disciplinary Action)

The County Office of Education 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 Programs and Activities)

(cf.4030 – Nondiscrimination Employment)

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

The County Office of Education 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 County Office of Education 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 religious grooming practices, defined as to include all forms of head, facial, and body hair that are part of an individual observing a religious creed. Accommodation of an individual’s religious dress practice or religious grooming practice is not reasonable if the accommodation requires the segregation of the individual from other employees or the public (Government Code 12926, 12940)

Employees in an office setting shall not, except with prior approval of management, wear items

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such as jeans, shorts or athletic wear to work.

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, 12940, 12949 Unlawful Practices

San Mateo City School District v. PERB (1983) 33 Cal. 3d 850

East Hartford Education Assn. v. Board of Education (2d Cir. 1977) 562 F. 2d 856 Miller v.

School District #167 (7th Vir. 1974) 495 F. 2d 658

Domico v. Rapides Parish School Board (5th Cr. 1982) 675 F. 2d 100 Inglewood Unified School District PERB 1700 (1985)