

<i>Series 4000 – Personnel</i>	SP 4119.22
	4219.22
All Personnel	4319.22

## **DRESS AND GROOMING**

The Sutter County Superintendent of Schools believes that appropriate dress and grooming by Sutter County Superintendent of Schools Office 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.

*(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>