

The Governing Board believes that the Anaheim Union High School District is a professional organization. Our students, our parents, and our community form impressions of our professional credibility based on the appearance of our schools, facilities, and employees. The professionalism of the District is reflected in our employees' appearance and the professional image portrayed. Professional dress and grooming, personal cleanliness, and professional behavior of our employees contributes to a productive learning environment, models positive behavior for our students, demonstrates a high regard for education, and presents a professional image consistent with the public trust given to our employees in educating our students.

The Governing Board believes that appropriate dress and grooming by District employees contributes to a productive learning environment and models 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. 6207- Staff Participation in Political Activity)

(cf. 6417.02 – Classified Employees – Progressive Discipline)

(cf. 6418 – Performance Evaluations – Management Personnel)

(cf. 8603 – 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>

Policy NEWPORT-MESA UNIFIED SCHOOL DISTRICT

Adopted: September 8, 2009 Costa Mesa, California

Board of Trustees:

March 12, 2013

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