

	<p align="center">COUNTY OF SAN BERNARDINO BOARD-GOVERNED SPECIAL DISTRICTS POLICY MANUAL</p>	<p>No. 06-14</p> <p>By</p>	<p>Issued:</p> <p>Page 1 of 3</p> <p>Effective: 5/2/06 Revised: 3/13/07 Memo: 2/3/14</p>
<p>SUBJECT:</p> <p>STANDARDS OF DRESS AND GROOMING</p>		<p>APPROVED:</p> <p>Chairman, Board of Supervisors</p>	

POLICY

The County of San Bernardino, Board-Governed Special Districts is a professional organization. All employees will present a professional appearance in order to promote a positive image to customers. The general public frequently forms its initial impression of professional credibility solely on employee appearance. The appropriateness of attire as seen by the general public has a bearing on how other agencies and departments view employee professionalism and ultimately working relationships.

This policy applies to all Board-Governed special district employees, regardless of classification, and is consistent with community standards. More specific policies may be implemented based on necessity.

An employee’s religious beliefs or medical conditions, as defined by applicable law, that require deviation from the standards as set forth will be considered on an individual basis.

This policy is intended to provide guidelines on dress and appearance and is not meant to address all situations. There may be differences in some district’s or division’s dress guidelines depending on the nature of the work environment, nature of work performed, involvement with the public, required uniforms or other circumstances as defined by the Department Head. These differences, in addition to this general policy, may be subject to the meet and confer requirements of Government Code Section 3500 et seq. The standards in this policy apply when an employee has officially reported to work.

POLICY AMPLIFICATION

1. Clothing

- A. Employees who wear uniforms are expected to report for duty in the departmentally assigned uniform. Uniforms are expected to be clean and pressed. Additional standards are communicated at the departmental level or in bargaining unit MOU’s.
- B. Employees who are not required to wear uniforms are expected to wear business clothing appropriate to the position held. Attire is expected to be clean, pressed and well fitting.

- C. Acceptable attire for women includes dresses, skirts, capri style suits, or slacks/trousers worn with blouses, sweaters and/or jackets. The length of dresses or skirts should be no shorter than mid-thigh when seated.
- D. Acceptable attire for men includes suits, slacks/trousers worn with collared shirts, collared sport shirts, dress shirts, polo shirts, sweaters and/or jackets. When deemed appropriate, ties should be worn.
- E. Except as noted or approved by the Department Head, employees may not wear the following:
 - (1) Denim jeans of any color.
 - (2) Overalls or coveralls.
 - (3) Shorts of any type.
 - (4) Tee shirts or jerseys with graphics including logos related to team sports.
 - (5) Gym or sweat pants, workout wear, uncovered spandex pants/leggings.
 - (6) Shirts or dresses with spaghetti straps unless covered by a jacket, blouse or other outer garment; shirts that expose stomach or midriff area, halter or tube type shirts, see-through or fishnet tops.
 - (7) Low front or low back attire.
 - (8) Excessively tight fitting or oversized (baggy) garments.

This list is an example only and may not include all items deemed inappropriate.

2. Footwear and Accessories

- A. All footwear is expected to be appropriate to the employee's position. Shoes are to be neat, clean and in good repair. Heels should not be more than three inches high. Sandals of any material which are commonly referred to as flip-flops or thongs are prohibited for all employees.
- B. No bandanas or baseball caps are allowed except as approved by the Department Head.

3. Tattoos and Jewelry

Except as noted or approved by the Department Head:

- A. Tattoos must be covered.
- B. All jewelry worn by employees must be appropriate so it does not detract from a professional appearance. All facial piercing jewelry such as nose piercing, tongue piercing, eyebrow piercing, lip piercing, or any other facial piercing jewelry is prohibited.

4. Personal Hygiene

- A. Personal hygiene is essential. Therefore it is necessary that all employees maintain a clean, presentable appearance. Personal hygiene includes a regular bath/shower, use of deodorant, and appropriate oral hygiene.

- B. Strong odors caused by perfumes, scented hair sprays, and aftershave lotions can be offensive and are to be used in moderation out of concern for the comfort of others.
 - C. Employees are expected to maintain appropriate and professional hairstyles. Beards, sideburns and mustaches must be clean and neatly groomed. Hair must be properly restrained for its length and job assignment. Hair coloring should be within the range of natural hair colors.
5. Board-Governed Special Districts Identification

Each employee will have and wear an approved Board-Governed Special Districts identification badge at all times while on duty, photo side facing out, except where specifically exempted or prohibited by the Appointing Authority due to safety issues or in cases where wearing an identification badge will interfere with the execution of the employee's duties.

RESPONSIBILITIES AND PROCEDURES

1. Each new employee will receive a copy of the policy during orientation. All employees will be required to sign an acknowledgement verifying that the policy has been read and understood. Employees will be allowed up to 120 calendar days from the date of adoption of this policy to become compliant with Policy Amplification, Clothing, E. (1). On a case-by-case basis, in the event of a financial hardship, an employee should contact their Department Head to request an extension.
2. Supervisors are responsible for explaining and enforcing the dress and appearance policy. Employees who report to duty and are non-compliant with the dress and appearance policy may be sent home to change without compensation. Failure to comply with, and repeated violations of this policy will be cause for disciplinary action up to and including dismissal.
3. Consistent with this policy, exceptions can be made by the Department Head due to the nature of work, special events, casual Fridays and departmental clean-up days.
4. Issues or disagreements arising out of the enforcement of this and departmental dress and grooming policies shall be reviewed by the Department Head or designee and/or the department's Human Resources Division Manager.