



ASCIP *RISK ALERT!*

Date: May 1, 1997

Attention: ASCIP Members

Subject: **GENDER DISCRIMINATION -
DISTRICT DRESS AND CLOTHING**

The recent settlement of a claim against a Southern California school District for gender discrimination resulting from that District's action forbidding the female plaintiff from wearing pants on-the-job has been featured in the local media and may pose potential political issues for many school Districts.

The plaintiff claimed that forbidding her to wear pants on-the-job was discriminatory and she sued for relief. While the settlement to the plaintiff was not remarkable, the court awarded attorney's fees in accordance with law which amounted to almost *six times the amount of the settlement award!*

ASCIP members should be aware that when developing and implementing any type of uniform, clothing, or dress code policy affecting *staff or students* in their Districts, such a policy should be gender neutral throughout and should avoid imposing any requirement for clothing or attire based on gender.