



# Jackson County Missouri

Jackson County Courthouse  
415 E. 12th Street, 2nd floor  
Kansas City, Missouri 64106  
(816)881-3242

## Legislation Details (With Text)

**File #:** 22-16      **Version:** 0      **Name:** Personnel Rules - Grooming  
**Type:** Executive Orders      **Status:** Introduced  
**File created:** 7/28/2022      **In control:** County Legislature  
**On agenda:** 8/1/2022      **Final action:** 8/1/2022  
**Title:** Pursuant to section 706.1, Jackson County Code, 1984, I hereby promulgate the following amendments to Rules 2 and 20 of the Jackson County Personnel Rules for Jackson County associates. This amendment shall be effective immediately.

Rule 2, Definitions of Terms, is amended to include the following definition:

Race. Each of the major groupings into which humankind is considered (in various theories or contexts) to be divided on the basis of physical characteristics or shared ancestry. "Race" includes immutable traits associated with race, including hair texture and protective hairstyles.

Rule 20.3.A, General Rules, is amended to delete the words "hairstyles or" from the second sentence of the subsection.

Rule 20.5.A.3 is amended to read as follows:

Section 20.5 - Personnel Appearance and Grooming Standards

A. Hair and Nail Care

3. An employee may wear a protective hairstyle, which is defined as any hairstyle necessitated by, or resulting from, an immutable characteristic of a hair texture associated with the employee's race, including, but not limited to, braids, locks, afros, curls, and twists.

**Sponsors:**

**Indexes:** EXECUTIVE ORDER 2022, PERSONNEL RULES

**Code sections:**

**Attachments:** 1. 22-16 CROWN Act Personnel Rules.pdf

Date	Ver.	Action By	Action	Result
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## EXECUTIVE ORDER NO. 22-16

**TO: MEMBERS OF THE LEGISLATURE  
CLERK OF THE LEGISLATURE**

**FROM: FRANK WHITE, JR  
COUNTY EXECUTIVE**

**DATE: JULY 27, 2022**

**RE: AMENDMENT TO THE PERSONNEL RULES: GROOMING STANDARDS**

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Rule 20.5.A.3 is amended to read as follows:

### **Section 20.5 - Personnel Appearance and Grooming Standards**

#### **A. Hair and Nail Care**

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**Date**

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**Frank White, Jr.**

**County Executive**