



FRANK WHITE, JR.
Jackson County Executive

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

RECEIVED

JUL 28 2022

MARY JO SPINO
COUNTY CLERK

*JHW
9:20 am*

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.

Date

7/28/2022

Frank White, Jr.
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County Executive

