

**Policy 5360: Employee Dress and Appearance**

**Status:** DRAFT

**Original Adopted Date:** Pending

"One of the reasons we have schools is for students to learn what is appropriate. Young people learn what is appropriate in society by looking at their adult role models. Your dress and your behavior are what young people will take to be appropriate." Harry K. Wong

1. As professionals in our schools, we recognize and value the public's perception of our roles as mentors and models for students. We therefore set in policy the following outline of "reasonable expectations" for all professional staff.
2. The following expectations are to be consistent throughout the District, regardless of location. It is to be applied for all the days students are present, parent-teacher conferences, and professional development days.

**2.1.1** Employees are not to wear or carry items of apparel, clothing, accessories, cosmetics, tattoos, temporary and/or permanent, body markings, jewelry, including body piercings, which depict or allude to, by picture, symbol, or word (see Policy 3255):

- drugs, including alcohol and tobacco;
- controlled substances;
- drug paraphernalia;
- gangs;
- violence;
- sexually explicit, lewd, indecent content;
- promoting or encouraging bullying;
- denigrating an individual's race, ethnicity, gender, and/or religious affiliation;
- illegal acts;
- identified as derogatory, offensive, oppressive in nature, or abusive.

**2.1.2** The wearing, using, carrying, or displaying any other gang clothing or attire, or style, jewelry, emblem, badge, symbol, sign, codes, tattoos, or other things or items which evidence membership or affiliation in any gang is prohibited on any school premises or at any school sponsored activity at any time.

**2.1.3** The wearing, using, carrying or display of any professional sports league, including the NFL, NBA, MLB, MLS, and NHL, or other professional sports league clothing or attire, jewelry, emblems, badges, symbols, signs, codes, tattoos, or other things or items is prohibited on any school premises or at any school sponsored activity at any time.

**2.1.4** Head coverings are inappropriate in the school building during regular school hours, unless specifically authorized by the building administrator/designee.

**2.1.5** Clothing for the upper body shall have a modest neckline, cover the chest, midriff, and back, with no undergarments showing.

**Upper Body Clothing Expectations:**

- All items must fit properly.
- School spirit shirts or college/university clothing are permitted.
- Muscle shirts, spaghetti straps, or strapless tops are not permitted.

**2.1.6** Clothing for the lower body shall not reveal the buttocks or undergarments, or have rips or tears above the knee.

**Lower Body Clothing Expectations:**

- All items must fit properly.
- Includes: jeans, pants, capris, skirts, shorts, skorts, leggings, and culottes.
- Tights may not be worn as pants.

**2.1.7** Employees are expected to wear shoes or other appropriate footwear in school buildings at all times, unless authorized by the building administrator.

3. Exceptions:

- Gym Teachers: Gym clothing as appropriate to activity, shorts restricted to gym or outdoor P.E. areas;
- Field Trips/Field Days: Modest clothing appropriate to the activity;
- Special Days: Holiday clothing, school spirit clothing, and thematic clothing with Principal's permission; and
- The principal may grant exceptions based on job-related needs.

4. Any casual dress or accessories not stated above must at all times meet or exceed standards set for our students in each of their respective schools.

## **SECTION 5. ENFORCEMENT**

5.1 School District staff members who do not reasonably conform to this dress code shall receive a verbal reminder from the principal or program supervisor as to the importance of setting expectations for learning. Repeated violations could result in a written warning and may be considered insubordination. The decision of the Superintendent is final regarding administration of this policy.

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