

## 4216 DRESS AND GROOMING

This policy establishes guidelines for professional attire for adults working within the school district, including teachers, administrative staff, support staff, and other personnel. It ensures that all adults present a professional image that reflects respect for the educational environment and sets a positive example for students.

### General Guidelines:

All staff members are expected to dress to reflect their roles as professionals and role models. Attire should be clean, neat, and appropriate for a school setting. Staff should ensure regular personal care to prevent odors or conditions that may distract from the educational setting.

Staff should consider the physical demands of their role. For example, those involved in physical education, special education, or maintenance roles may wear attire that allows them to perform their duties safely and comfortably while maintaining a professional appearance.

The dress code respects diversity and accommodates cultural, religious, and personal expressions. Following a discussion with the school administration, modifications to the dress code for religious, cultural, or medical reasons will be accommodated.

### Specific Attire Guidelines:

1. Slacks, khakis, dresses, skirts, collared shirts, blouses, and sweaters.
  - a. Jeans may be worn on Fridays or when approved by the Superintendent or designee for special events.
2. Footwear:
  - a. Shoes should be practical and safe for a school environment.
  - b. Closed-toe shoes are encouraged in settings where safety is a concern, such as laboratories or workshops.
3. Accessories and Grooming:
  - a. Accessories should be professional and not pose a safety hazard.
  - b. Grooming should reflect cleanliness and professionalism. Personal hygiene must be maintained.
4. Prohibited Attire:
  - a. Clothing with inappropriate or offensive language, images, or logos.
  - b. Ripped or excessively worn clothing, unless for approved themed events.



- c. Shorts (except in designated roles or settings, like physical education or field trips).
  - d. Revealing clothing, such as low-cut tops or excessively short skirts/dresses (should be at least mid-thigh).
  - e. Strapless shirts or dresses
  - f. Foam flip-flops
5. Role-Specific Attire:
- a. Staff may wear attire suited to their specific tasks, including athletic wear or protective clothing, as required.
  - b. Staff participating in off-campus activities, field trips, or professional development events should adhere to this policy unless otherwise specified by administration.

#### Enforcement and Modifications:

1. School administration is responsible for monitoring and ensuring compliance with the dress code. They should address violations professionally and privately. Building/department-level administrators are encouraged to engage staff in collaborative conversations about the importance of providing positive role models for students and come to a consensus on school-based norms that will confirm with the prescriptions of the district dress code.
2. The dress code may be modified for specific events, such as Spirit Week or outdoor activities, with prior approval from the Superintendent or designee. Staff are encouraged to discuss any concerns or adjustments they may need with their supervisor.

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