

## *Dress and Appearance*

### Applicability

The requirements of this regulation detailed below apply, in addition to District employees, to non-District employed aides and other professionals while performing services to District students or otherwise for the benefit of the District.

### General Guidelines

District employees are expected to be:

- physically clean;
- neat;
- well-groomed; and
- dressed in a manner reflecting their professional assignment.

A District employee's dress or appearance may not cause a substantial or material disruption to the learning environment.

### Appropriate Dress

In regard to decisions regarding dress and appearance, employees shall remember that the District is an institution for the education of children. As such, employees are not permitted to wear clothing that:

- bears an emblem or advertisement for products that are inappropriate or illegal for use by children (i.e. cigarettes, alcohol, drugs, etc.);
- encourages inappropriate or illegal activities by children; and/or
- is sexually suggestive, including but not limited to, displaying evocative printed words or images and/or through some other obvious manner.

Nothing in this regulation shall prevent employees from wearing protective hairstyles. The term "protective hairstyle" shall include, but not limited to, hairstyles such as locs, braids, twists, coils, bantu knots, afros, and extensions.

### Promotion of Religion

Within the limits of the law, the District strives to create an environment that fosters free expression of religion. Subject to employees' constitutional right to freedom of religious expression, District employees may not wear in a District school and during the school day, or while otherwise engaged in the performance of the employee's duties, any visible dress, mark, emblem, or insignia that either inherently promotes or is worn with the intention to promote a particular religious order, sect, or denomination. In case of doubt as to whether the wearing of any item promotes religion in this way, the employee should contact the employee's supervisor or the Director of Human Resources.

Political Advocacy

When political expression occurs on District property or at District-sponsored events, the employee's right to expression must be balanced against the District's responsibility to educate students without substantial disruption, the prohibition against using public resources for personal expression, and the concern that the individual will appear to be representing the District on a particular issue.

The District is required to maintain political neutrality. Thus, employees who are acting on behalf of the school, or who are reasonably perceived to be representing the school both while on duty and during non-working hours on District property and at District-sponsored events, must also maintain political neutrality. Because partisan political activities, other than for students, are prohibited on District property and at District-sponsored events, all District employees are prohibited from wearing any clothing, buttons, signs, or other accessories that advocate for or against a particular political candidate and/or party or political issue on District property and at District-sponsored events while in contact with students, except at locations designated as polling places on Election Day during nonworking time, or as permitted by the organizer of a non-partisan debate, speech or other similar event authorized by the District.

Exceptions

If a District employee feels that an exception to Board Policy and this Administrative Regulation regarding "Dress and Appearance" would enable the employee to carry out assigned duties more effectively, a request should be made to the employee's immediate supervisor or the Director of Human Resources.

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