

# **Dietrich School District No. 314**

**5360**

## **PERSONNEL**

### Dress and Appearance

“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

As professionals in our schools, we realize 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.

At Dietrich schools our daily dress will meet the expectations of our mission and vision statement. Each employee, contracted providers, and volunteers will be accountable to demonstrate integrity and compassion in what they wear. Each employee will dress respectfully for the context of their work environment, their responsibilities and those they come in contact with. The kind of clothing worn on a daily basis will be expected to be professional in nature relative to the work environment of the employee

Personal appearance plays an important role in students, parents, and community members' perception of the organization. Therefore, employees are expected to maintain a well groomed appearance at all times when in the presence of students and parents. Keeping in mind the nature and location of their work.

#### Inappropriate Attire:

- . Backless, see-through, tight-fitting, or low-cut blouses, shirts, or dresses
- T-shirts, lycra, spandex, midriff, or muscle shirts
- Cut-off jeans or shorts
- Sweatpants
- Athletic or spandex shorts or pants
- Faded, holey, or tattered jeans
- Mini-skirts
- Jogging suits
- Denim overalls
- Rubber flip-flops
- Clothing showing bare midriffs, lumbar regions or cleavage

Any staff dress or accessories must at all times meet or exceed standards set for our students.

## Enforcement

School District staff members who do not, in the judgment of the administration, reasonably conform to this dress code shall receive a written notice that will be placed in the personnel file and sent to the staff member from their supervisor. The staff member will be expected to change into professional dress. The administration or program supervisor shall submit a copy of the notice to the Superintendent. Repeated violations could result in disciplinary action by the Superintendent against the staff member. In cases where a staff member refuses to comply with the directions of the administration, the staff member's employment could be terminated. The decision of the Superintendent is final regarding administration of this policy.

## Policy History:

Adopted on: November 2016

Revised on: April 2022