

## STAFF DRESS CODE

Employees must always consider that their employment places them in the position of role models for students. The Governing Board expects the dress and appearance of certificated and support personnel to be professional in nature and to set a standard for student attire. Although employees should have the basic freedom to express their individuality, basic exceptions must be met. Teachers are expected to observe standards of dress and grooming appropriate for a professional in a school setting.

Dress will be considered professionally appropriate if it does not disrupt the classroom atmosphere or educational process. Minimally, professional standards of dress shall observe the following guidelines:

- Clothing should be free of frays, holes, or tears and should not expose undergarments, breasts, chests or midriffs.
- Clothing shall not display profanity or profane or obscene gestures, nor shall it support alcohol, cigarettes, drugs, or sexual activity.
- Caps or hats should not be worn inside buildings.
- Skirts and dresses should be mid-thigh or longer.
- Running shorts, Spandex shorts, or other exercise clothing are not acceptable except for coaches while actively coaching, or for physical education teachers. Walking shorts are considered acceptable within the classroom.
- Flip flops are not acceptable footwear.
- The requirements of the student dress code of the District and/or school shall be observed by certificated employees.

It is recognized that all employees shall enjoy full rights of citizenship and liberty as guaranteed by the Constitutions of the United States and Arizona. However, individual freedom of expression of certificated employees must be balanced with impressionability of students, particularly since they are, essentially, a “captive audience.” Therefore, the following also must be covered:

- Religious dress, marks, emblems, or insignias are permissible *provided* they do not proselytize or disparage religion.

- Clothing should be free of political messages. Political messages are defined as those that are intended to influence the outcome of elections or to support and/or oppose a particular candidate, issue, party, or point of view.

The intent of this policy is not to unduly restrict personal expression. The Governing Board recognizes that implementation of this policy calls for sensitive, intelligent action on the part of the school staff so that professionalism and individuality are reasonably balanced.

All employees are expected to conduct their private business affairs in a manner that will not bring discredit to the District.