

## Series 4000: District Employment

### 4200 Employee Conduct and Ethics

#### 4218 *Employee Dress and Appearance*

Employee attire conveys an important image to students and the community. Employees must maintain professional dress and appearance, including appropriate hygiene, cleanliness, and grooming.

The District respects individual expression related to gender identity, gender expression, religious beliefs, and cultural heritage, while ensuring that attire remains appropriate for the learning environment. Clothing must not disrupt the educational setting, pose a safety risk, or interfere with professional responsibilities.

Employees must, at a minimum, dress in accordance with the student dress code.

#### A. Food Service, Custodial, Maintenance, Mechanic, and Transportation Employees

Subject to any applicable collective bargaining agreement, food service, custodial, maintenance, mechanic, and transportation employees must dress in attire appropriate to the work the employee is performing and will not pose a safety risk to the employee or others.

Closed-toe shoes are required. Steel-toed shoes may be required for custodians, maintenance, and mechanics. The District reserves the right to require uniform clothing as may be appropriate.

#### B. Enforcement

The Superintendent or designee has the discretion to make determinations about appropriate staff dress and appearance. Any violation of this Policy may result in discipline, including discharge.

Legal authority: MCL 380.11a(3), 380.601a

Date adopted:

Date revised: