

### **DRESS AND GROOMING**

The Board of Education believes that appropriate dress and grooming by district employees contribute to a productive learning environment and model positive behavior. During school hours and at school activities, employees shall maintain professional standards of dress and grooming that demonstrate their high regard for education, present an image consistent with their job responsibilities and assignment, and not endanger the health or safety of employees or students. All employees shall be held to the same standards unless their assignment provides for modified dress as approved by their supervisor.

Standards of dress are defined as clean, neat clothing appropriate to the assignment, grade level, weather, and cleanliness of the work conditions. Examples of clothing items that are not considered professional include: short shorts, thong sandals (flip-flops), revealing, tight-fitting or provocative clothing, leggings, cut-offs, or underclothes as outerwear.

Employees are required to wear protective clothing and/or equipment as required under the Cal OSHA regulations or to dress as reasonably necessary to ensure safe performance of job assignments.

Employees shall not be required to wear uniforms adopted for student dress at a school. Employees are expected to adhere to dress guidelines established for students as they reasonably apply to the employee's professional assignment and adult status.

The Board may require the wearing of a distinctive uniform by some classified personnel. The cost of the purchase, lease or rental of uniforms, equipment, identification badges, emblems, and cards required by the district shall be borne by the district.

Adopted: August 22, 2007  
(Replaces: BP 4116.4 Employee Dress)  
(Adopted: April 21, 1999)