

Staff Dress Code

All district employees project an image to the community and to students about the professionalism of the district. During the workday and at all work-related activities, employees shall adhere to a professional standard of dress and shall be neat and clean in appearance. Examples of professional attire include, but are not limited to, collared shirts, dress slacks, ties, dresses and coordinated separates.

Principals and other administrative supervisors are delegated the authority and bear the responsibility for ensuring compliance with this policy and are expected to counsel and/or discipline employees whom they supervise on professional appearance in conformance with this policy.

Unacceptable items

The following items are deemed disruptive to the classroom environment or to the maintenance of a safe and orderly school and are not acceptable in school buildings, on school grounds, or at school activities:

1. Dresses, skirts or other similar clothing shorter than just above the knee
2. Sunglasses and/or hats worn inside the building
3. Inappropriately sheer, tight or low-cut clothing (e.g., midriffs, halter tops, backless clothing, tube tops, mesh or similar material, tank tops, etc.) that bare or expose traditionally private parts of the body including, but not limited to, the stomach, buttocks, back and breasts
4. Sweatpants, spandex, jeans or shorts
5. No flip-flops (rubber sandals)
6. Any clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that are or contain any advertisement, symbols, words, slogans, patches, or pictures that:
 - Refer to drugs, tobacco, alcohol, or weapons
 - Are of a sexual nature
 - By virtue of color, arrangement, trademark, or other attribute denote membership in gangs which advocate drug use, violence, or disruptive behavior
 - Are obscene, profane, vulgar, lewd, or legally libelous
 - Threaten the safety or welfare of any person
 - Promote any activity prohibited by the student code of conduct
 - Otherwise disrupt the teaching-learning process

Exceptions

Appropriate athletic clothing may be worn when teaching or assisting with physical education classes, or when coaching athletic activities.

A principal/supervisor may designate days when spirit clothing and casual dress may be worn. This philosophy applies to school buildings and central office support staff, not to the support departments in which denim pants are appropriate for the work they need to accomplish, i.e., support services, transportation, technology, nutrition services, etc.

A principal or administrative supervisor may make exceptions to this policy to meet the needs of his or her specific division, school, or work site.

Adopted: May 27, 2009

Revised: October 26, 2011

Revised: August 29, 2012

LEGAL REF.: C.R.S. 22-32-109(1)(cc) (*districts required to have staff dress code*)

CROSS REFS.: GBEB, Staff Conduct (and Responsibilities)
JICA, Student Dress Code