

POLICY

UNION COUNTY
EDUCATIONAL
SERVICES COMMISSION
SUPPORT STAFF MEMBERS

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Dress and Grooming

4216 DRESS AND GROOMING

The Board of Directors believes that the appearance and dress of support staff members is an important component of the educational program of this Commission. The attitude of support staff members about their professional responsibilities and the importance of education in the lives of their pupils are reflected in their dress and appearance. Accordingly, in order to create an atmosphere of respect for teachers and an environment conducive to discipline and learning, the Board establishes the following rules for the dress of support staff members in the performance of their professional duties:

1. **Acceptable attire for support staff members shall include, but not be limited to, dresses, skirts, blouses, suits, sweaters, pants, and dress shirts with or without a tie; ~~Female support staff members may wear dresses, skirt or pant suits, or skirts or pants with blouses or sweaters;~~**
2. **Inappropriate attire within the regular school day includes, but is not limited to, the following:**
 - a. **Strapless shirts and dresses;**
 - b. **Beachwear; and**
 - c. **Hats and/or head coverings unless approved by the Principal or designee for medical or religious reasons.**
- ~~2. ~~Male support staff members may wear suits or slacks with or without jackets; male support staff members must wear a dress shirt with necktie or a turtleneck shirt or sweater with a jacket;~~~~
3. The clothing and appearance of all support staff members shall be clean and neat;
4. No clothing may be worn that constitutes a danger to health or safety to the wearer or to others, and no clothing may be worn that interferes with the instructional program;
5. A support staff member may request a waiver of this dress code for the performance of particular duties.; **Ssuch waivers may be granted by the Principal or designee.**
6. The Building Principal or the support staff member's supervisor, as appropriate, shall determine whether a violation of this dress code has occurred and shall discuss the violation with the support staff member concerned. Where a single

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violation so warrants or violations recur, the Principal or supervisor may enter a reprimand in the support staff member's file and may recommend **other appropriate** ~~more stringent~~ disciplinary measures.

N.J.S.A. 18A:27-4

Adopted: 2 September 1998

Revised: