

HARRISON TOWNSHIP SCHOOL DISTRICT
MULLICA HILL, NEW JERSEY

FILE CODE: 4119.22

Monitored

Mandated

Other Reasons

CONDUCT AND DRESS

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

1. Acceptable attire for teaching staff members shall include, but not be limited to: dresses, skirts, blouses, suits, sweaters, pants, and dress shirts with or without a tie
2. Inappropriate attire within the regular school day includes, but is not limited to, the following:
 - a. Jeans (unless approved by the Principal or designee for a special activity or event);
 - b. T-shirts (unless approved by the Principal or designee for a special activity or event);
 - c. Strapless shirts and dresses;
 - d. Sweatshirts, shorts, sweatpants, workout attire, or leggings unless approved by the Principal or designee;
 - e. Beachwear; and
 - f. Hats and/or head coverings unless approved by the Principal or designee for medical or religious reasons.
 - g. Sneakers
3. The clothing and appearance of all teaching 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 teaching staff member may request a waiver of this dress code for the performance of particular duties. Such waivers may be granted by the Principal

or designee;

6. The Building Principal or the teaching staff member's supervisor, as appropriate, shall determine whether a violation of this dress code has occurred and shall discuss the violation with the teaching staff member concerned. Where a single violation so warrants or violations recur, the Principal or supervisor may enter a reprimand in the teaching staff member's file and may recommend other appropriate disciplinary measures.

Unbecoming Conduct

When any employee, either within the schools or outside normal duties, creates conditions under which the proper operation of the school is affected, the board upon recommendation of the Superintendent and in accordance with statute shall determine whether such acts or lack of actions constitute conduct unbecoming a school employee, and if so, will proceed against the employee in accordance with law.

Unbecoming conduct sufficient to warrant board review may result from a single flagrant incident or from a series of incidents.

Board Approval: June 12, 2023

Legal References:

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| N.J.S.A. 18A:7A-1 et al. | Public School Education Act of 1975 |
| N.J.S.A. 18A:27-4 | Comprehensive Education Improvement and |
| N.J.S.A. 18A:7F-1 et al. | Financing Act of 1996 |
| N.J.S.A. 18A:11-1 | General mandatory powers and duties |
| N.J.S.A. 18A:12-21 et seq. | School Ethics Act |
| N.J.S.A. 18A:54-20 | Powers of board (county vocational schools) |
| N.J.A.C. 6:3-9.1 et seq. | School Ethics Commission |
| N.J.A.C. 6:8-1.1 et seq. | Thorough and efficient system of free public schools |