



Kilgore ISD Employee Dress Code

Kilgore ISD expects a standard of professional dress that supports the overall educational environment of the district and demonstrates the personal integrity of employees. The purpose of the district dress code outlined below is to ensure that the employees and staff members of the district present a professional image to the public and students they serve. It is believed that staff dress is a major factor contributing to an appropriate educational climate.

The dress and grooming of district employees shall be clean, neat, in a manner appropriate for their assignments, and in accordance with any additional standards established by their supervisors and approved by the Superintendent. Policy DH (Local)

- All garments should be properly fitted and free of wrinkles and holes in order to convey a dignified and professional appearance.
- Employees should not wear clothing that exposes cleavage, the midriff, and undergarments or is otherwise immodest.
- Sleeveless apparel should be professional. Tank tops, muscle shirts, halter-tops or spaghetti straps are not permitted.
- Skirts and dresses will not be shorter than 3" above the top of the knee.
- Form fitting attire such as leggings, tights or similar clothing is not permitted unless worn under a skirt/dress no shorter than 3" from the top of the knee.
- Torn or ripped jeans that expose the skin are not permitted. Blue jeans are only permitted on days approved by the superintendent, principal or supervisor.
- Yoga and athletic wear such as wind suits, sweat suits, joggers, and shorts of any kind are not permitted except for coaches and physical education teachers. Coaches must wear long pants over gym shorts while in the classroom or academic buildings.
- Employees are permitted to wear sandals or open-toed shoes. Beachwear and house slippers are not permitted.
- Jewelry piercing other than in the ears is not permitted (nose, tongue, eyebrow, lip, etc.). Ear gauges may not be worn.
- Hair of male employees extending beyond the collar must be neatly tied in a ponytail/braid.
- Untidy facial hair is prohibited.
- Tattoos that contain the following elements must be covered: images or acts of violence, provocative text or images, profanity in any language, drugs/illegal activities, images or texts which are offensive to others, full sleeve tattoos and tattoos located on the face or neck (above collarbone).

Appropriate attire will be determined at the discretion of the Principal/Supervisor. An employee's appearance should not become a distraction to the working or learning environment.

CROWN Act. HB 567 of the 88th Regular Session of the Texas Legislature, effective September 1, 2023. This bill is also known as the CROWN Act, which stands for Creating a Respectful and Open World for Natural Hair. The bill prohibits an employer from adopting or enforcing a dress or grooming policy that discriminates against a hair texture or protective hairstyle commonly or historically associated with race. This bill does not define "protective hairstyle," but specifies these hairstyles include braids, locks, and twists.

This information is published in the KISD Employee Handbook for reference.