Book	Policy Manual
Section	300 Employees
Title	Dress and Grooming
Code	303
Status	Active
Adopted	June 27, 1990
Last Revised	July , 2026
~~Last~~ Prior Revision~~Revised~~	May 28, 2014

Purpose

Appropriate dress by all District employees is a positive example to students and a constructive influence on the general comportment of students and on the overall learning atmosphere in the schools.

Authority

The Board has the authority to specify reasonable dress and grooming guidelines for employees, within law, that will prevent such matters from having an adverse impact on the educational process. ~~All employees shall be physically clean, neat, well groomed and dressed in a manner reflecting their individual assignment and as representatives of the District~~.[1]

Guidelines

All employees shall be physically clean, neat, well groomed and dressed in a manner reflecting their individual assignment.

All employees shall dress in a manner reflecting their profession and a professional image as a representative of the District.

The Board directs compliance with Board policy and law prohibiting discrimination, including but not limited to protections addressing: [2][3]

1, Protective hairstyles, including but not limited to hairstyles such as locs, braids, twists, coils, Bantu knots, afros and extensions.
2. Religious creed including head coverings and hairstyles historically associated with religious creeds.

Delegation of Authority

Consistent enforcement of this policy for the employees will be the responsibility of the employee's immediate supervisor and the Superintendent or designee.

Failure to adhere to this policy and dress and grooming guidelines will be addressed on an individual basis.

Exceptions may be made to this policy for certain job classifications (e.g., building, trades, etc.). Exceptions must be approved by the Superintendent or designee.

If medical or other conditions exist that prohibit employees from complying with this policy, a letter should be sent to the building principal explaining the reason(s) behind the request for exclusion from the specific sections of the policy.

The right of an employee to appeal any penalty imposed as a result of an alleged violation of this policy, via terms of the grievance procedure of an applicable collective bargaining agreement, will be retained.

Legal

1. ~~1.~~ 24 P.S. 510
2. 43 P.S 951 et seq
3. Pol. 103