

I. Purpose

The School Board and Superintendent hold the highest expectations for the conduct of all employees of the Bradford County School Board. The purpose of this policy is to establish clear expectations for professional conduct and professional appearance among all staff members to foster a positive educational environment, promote respect, and uphold the district's standards of professionalism. Professional behavior and appearance supports the credibility of educators, promotes a positive image of the school, and models appropriate dress for students.

II. Scope

This policy applies to all employees of the Bradford County School Board, including teachers, administrators, support staff, substitutes, and other personnel representing the district in any official capacity.

III. Policy Statement

Professional attire supports the credibility of educators, promotes a positive image of the school, and models appropriate dress for students. Staff should be groomed and dressed in such a way that it does not interfere with or disrupt the educational process or cause a health or safety hazard.

In order to set an example for students, employees shall dress in a professional, clean, neat manner appropriate for the environment in which they work.

- Clothing shall be neat, clean without tears, rips, cuts not revealing or excessively short.
- Clothing jewelry and visible tattoos shall be free of profanity, tobacco, violence, alcohol and drugs or political graphics/affiliations
- Tank tops, halter tops, spaghetti strap, leggings or tight spandex/lycra must be worn under additional clothing
- Athletic wear (eg. sweatpants, gym shorts) may be worn if appropriate for specific duties (eg. PE teachers)
- Due to safety concerns, flip flops or croc style clogs shall not be worn.

- Shorts, if worn during student contact hours, must be appropriate and approved for specific duties
- T-shirts or hoodies must be free of graphics unless the graphics are related to school sponsored events, clubs, activities, seasonal/holiday, or have a positive and respectful message provided the message aligns with the school's values and maintains a safe and inclusive environment.

IV. Enforcement

- Building principals or immediate supervisors are responsible for monitoring compliance.
- Staff members who do not adhere to the policy may be asked to change into appropriate attire and may be subject to progressive disciplinary action.
- Staff seeking clarification or accommodations (e.g., religious or medical) should consult with Human Resources.

V. Review

This policy shall be reviewed as needed by the Superintendent or designee, with recommendations for revisions submitted to the School Board for approval as needed.

STATUTORY AUTHORITY:

1001.41, 1001.42, F.S.

LAW(S) IMPLEMENTED:

STATE BOARD OF EDUCATION RULE(S):

HISTORY:

ADOPTED: __07/28/2025
REVISION DATE(S): _____
FORMERLY: NEW

