



BOARD POLICY

# 325-DUP1 Dress and Grooming

|                       |           |         |                 |
|-----------------------|-----------|---------|-----------------|
| POLICY NUMBER         | REVISED   | VERSION | DOCUMENT STATUS |
| 325-DUP1              | 8/12/2026 | v1.5    | DRAFT           |
| WORKFLOW              | PRINTED   |         |                 |
| Administrative Review | 9/18/2026 |         |                 |

■ Proposed addition    ■ Proposed deletion

## **Purpose**

Administrative, professional and support employees set an example in dress and grooming for students and the school community. Employees' dress should reflect their professional status and encourage respect for authority in order to have a positive influence on the district's programs and operations.

## **Authority**

Administrative, professional and support employees set an example in dress and grooming for students and the school community. Employees' dress should reflect their professional status and encourage respect for authority in order to have a positive influence on the district's programs and operations.

The Board has the authority to specify reasonable dress and grooming guidelines, within law, for all district employees to prevent an adverse impact on the educational programs and district operations.<sup>[1]</sup>

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

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

When assigned to district duties, employees shall be physically clean, neat, well groomed, and dressed in a manner consistent with assigned job responsibilities.

Employees shall be groomed so that their hair style does not cause a safety or health hazard.

Operations employees shall be required to wear a designated work shirt and utilize safety gear when performing assigned duties.

**Delegation of Responsibility**

If an employee feels that an exception to this policy would enable him/her to carry out assigned duties more effectively, a request should be made to the Superintendent or designee.

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**Legal Footnotes**

**[1] 24 P.S. 510**  
LEGAL REFERENCE

**[2] 43 P.S. 951**  
LEGAL REFERENCE

**[3] 43 P.S. 951**  
LEGAL REFERENCE

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**Legal References**

No additional references listed.