

BOARD OF TRUSTEES
HUMBOLDT COUNTY SCHOOL DISTRICT

POLICY 3055
BUSINESS, NON-INSTRUCTIONAL

DRESS AND GROOMING: ALL EMPLOYEES

As citizens, employees are granted certain rights of personal expression and academic freedom. While Humboldt County School District recognizes and respects these rights and freedoms, the District reserves the right under Nevada Statute to insist that in matters related to dress and grooming, all its employees strive to maintain an appropriate professional image, and are within the limits of generally accepted community and professional standards.

- **PROFESSIONAL IMAGE** - Employee dress and appearance play a vital part in the projection of a professional image. This professional image contributes to the establishment of a positive learning environment; enhances administrator, teacher, and support staff effectiveness in working with students; allows the employee to model for students' appropriate dress and appearance in the work place; and enhances the professional image of school personnel within the community at large.
- **COMMUNITY STANDARDS** - Community standards related to dress and grooming are constantly evolving and are dependent upon many factors including, but not limited to: trends in fashion; weather; and local ethnic, cultural, and religious traditions. The diversities that define our local cultures are expected to be reflected within acceptable standards of the schools.
- **PROFESSIONAL STANDARDS** – Professional standards are defined by identifying the point at which a behavior is determined to be disruptive to the educational process. Never should the rights of a school employee take precedence over a student's right to learn. An individual meeting professional standards for dress and grooming would be one who: is personally clean and neatly groomed; wears clothing that is neat, clean, and modestly limits body exposure; and, does not wear clothing or jewelry that is unsafe, or that may be considered obscene or distracting.

The site administrator is given the responsibility to ensure that employees under her/his supervision maintain standards of dress and grooming that fall within the norms of professional standards and image. It is understood that special circumstances such as safety issues, job requirements, special celebrations / traditions, etc., may permit certain individuals or groups to temporarily or permanently dress outside the norms established for other employees. The site administrator will give approval for variances as deemed appropriate.