

GBEBA—Staff Dress Code

Updated 9/15/20

Professional Attire

The Board encourages professional attire. Everyone who works with children must consider the commitment to the position they hold and the type of work they do. Standards for personal appearance, which identify the person as a professional person, have long been established. The relationship enjoyed with the public - students, parents, and community at large, will be influenced profoundly by the staff's dedication to appearance.

The Board recognizes that “professional” work attire will vary depending on the position held by the individual. Employees should wear attire suitable for the type of work they perform or in which they are temporarily engaged.

Attire shall be considered professionally appropriate if it does not disrupt the educational or workplace environment. While individual style will be recognized, there are minimum standards of grooming and attire to which employees must abide.

- All employees shall be neat and clean when reporting to work.
- Clothing shall be free from frays, holes, or tears and should not expose undergarments, buttocks, chests, or midriffs.
- Clothing shall be free from
 - o profanity,
 - o obscene gestures,
 - o sexually graphic pictures,
 - o supportive references to alcohol, cigarettes, drugs or sexual activity
 - o messages degrading others on the basis of race, color, religion, ancestry, national origin, gender, sexual orientation or disability.
- No gang related apparel or items are permitted.
- Dresses, skirts and shorts should be mid-thigh or longer.
- Caps, hats, and sunglasses may be worn outside only.
- Shoes or sandals must be worn. Rubber/plastic flip-flops are not considered to be sandals.
- All employees will abide by all health and safety rules relating to their specific assignment. (Example: hairnets for food services workers or close-toed shoes for custodial staff)

The Board recognizes that all employees enjoy full rights of citizenship and liberty as guaranteed by the Constitution of the United States. Individual freedom of expression of employees must be balanced with the impressionability of students. Accordingly, religious symbols or emblems are permissible as long as they do not proselytize or disparage religion, and clothing should be free of political messages.

Tattoos

Tattoos can be shown as long as they are appropriate for the school setting.

Denim

Colored denim may be worn if it adheres to the professional attire standards listed above. Blue jeans may be worn on specialty days (i.e. Spirit Days, Red Ribbon Week, etc.) Staff members may also wear blue jeans if students are permitted to in their dress code. It is important to maintain at least the same dress standard as students.

Leggings

Leggings may be worn under skirts, dresses, or shirts longer than the buttocks.

Contracted days without students

Staff members are allowed to dress casually during contracted days without students (i.e. jeans and a tshirt).

Face Piercings

No facial jewelry of any kind is allowed, with the exception of a single inconspicuous clear nose stud. This includes tongue piercings. Earrings are acceptable, with the exception of ear gauges.