**Richfield School District No. 316**

**PERSONNEL** **5360**

Dress and Appearance

"One of the reasons we have schools is for students to learn what is appropriate. Young people learn what is appropriate in society by looking at their adult role models. Your dress and your behavior are what young people will take to be appropriate." Harry K. Wong

As professionals in our schools, we recognize and value the public's perception of our roles as mentors and models for students. We therefore set in policy the following outline of "reasonable expectations" for all professional staff.

The following dress code will apply to all teachers, counselors, aides, secretaries, and administrators throughout the District. It is to be applied for all of the days students are present, parent-teacher conferences, and professional development days.

Dressing up is encouraged.

The following is considered an outline of acceptable dress, unless otherwise specified by the principal or Superintendent:

Males:

1. Pinpoint or button-down dress shirts;
2. Knit shirts, but not t-shirts;
3. Slacks, khakis, and Docker-type slacks;
4. Dress shoes, boots, athletic shoes, and casual shoes;
5. Socks;
6. Neckties;
7. Business suits;
8. Sport coats or sweaters;
9. Holiday, theme, or school sweatshirts;
10. Blue jeans on activity days, such as spirit days, special classroom activities, and field days; and
11. Wind suits and sweat suits on spirit or activity days.

Females:

1. Business suits;
2. Jumpers, dresses, skirts of appropriate fit and length. Denim and chambray fabric are acceptable;
3. Slacks, khakis, and Dockers-type slacks;
4. Dress shoes, casual shoes, boots, athletic shoes;
5. Blouses, knit shirts, cotton shirts, and sweaters with moderate necklines;

6. Holiday, theme, and school sweatshirts;
7. Dress shorts and skorts of appropriate professional fit and length;
8. Knit dress pants with tunic length top;
9. Dress "crop slacks" that are loose fitting;
10. Blue jeans on activity days such as spirit days, special classroom activities, and field days; and
11. Wind suits and sweat suits on spirit or activity days.

Inappropriate/Unacceptable Attire:

1. Backless, see-through, tight fitting, or low-cut blouses, tops, and dresses;
2. T-shirts, lycra, spandex, midriff tops, tank tops, and muscle shirts;
3. Cut-offs and jeans shorts;
4. Sweatpants;
5. Coaching shorts and spandex shorts or pants of any length;
6. Blue jeans;
7. Mini-skirts;
8. Jogging suits;
9. Denim overalls; and
10. Apparel with offensive logos.

Exceptions:

1. Gym Teachers: Gym clothing as appropriate to activity, shorts restricted to gym or outdoor P.E. areas;
2. Field Trips/Field Days: Modest clothing appropriate to the activity;
3. Special Days: Holiday clothing, school spirit clothing, and thematic clothing with Principal's permission; and
4. The principal may grant exceptions based on job-related needs.

Any casual dress or accessories not stated above must at all times meet or exceed standards set for our students in each of their respective schools.

Enforcement

School District staff members who do not, in the judgment of the principal or supervisor, reasonably conform to this dress code shall receive a written notice from the principal or program supervisor. The principal or program supervisor shall submit a copy of the notice to the Superintendent. Repeated violations could result in disciplinary action by the Superintendent against the staff member. In cases where a staff member refuses to comply with the directions of the principal, program supervisor, or Superintendent, the staff member's employment could be terminated. The decision of the Superintendent is final regarding administration of this policy.

Policy History:
Adopted on: September 12, 2016

Revised on: