

Coos Bay School District 9

Code: **GBCA**
Adopted: 11/15/04
Readopted: 5/04/10; 12/10/12
Orig. Code(s): GBCA

Staff Dress Code

The district staff members project an image to the community and to students about the professionalism of the district. During the workday on student contact days and at all work-related activities, employees shall adhere to a professional standard of dress and shall be neat and clean in appearance. Examples of professional attire for work in the district include, but are not limited to, collared shirts, dress slacks, ties, dresses, skirts and blouses and coordinated separates. All clothing must be in good repair – not frayed or dirty.

Unacceptable Items of Dress

The following are items of dress deemed to be disruptive to the classroom environment and/or to the maintenance of a safe and orderly school and are not acceptable in school buildings, on school grounds or at school activities:

1. Dresses or skirts that come higher than 2 to 3 inches above the knee;
2. Sunglasses worn inside in the building. The exceptions are “photo gray” or “transition” prescription glasses;
3. Hats worn inside the building. The exceptions are hats related to work safety such as hard hats and hats worn by maintenance to keep out debris, etc.;
4. Inappropriately sheer, tight or low-cut clothing such as midriffs, halter tops, backless clothing, tube tops, garments made of fishnet, mesh or similar materials, muscle tops, etc.;
5. Tank tops or similar clothing with straps narrower than 1.5 inches in width such as “spaghetti straps;”
6. Flip flop sandals;
7. Any clothing, paraphernalia, grooming, jewelry, accessories or body adornments that contains any advertisement, symbols, words, slogans, patches or pictures that refer to:
 - a. Drugs, tobacco, alcohol or weapons;
 - b. Are of a sexual nature;
 - c. Denote membership in gangs;
 - d. Are obscene, profane, vulgar or legally libelous;
 - e. Threaten the safety or welfare of any person or group;
 - f. Promote violence or hatred against any ethnicity, religion or persons of diverse sexual orientations;

- g. Promote any activity prohibited by the student code of conduct; or
- h. Are otherwise disruptive to the teaching and learning process.

Exceptions

Appropriate athletic clothing may be worn when teaching or assisting with physical education classes or when coaching athletic activities. In addition, when staff is involved in field trips, special campus dress-up days or other related activities; clothing appropriate to off-campus activities is permitted. Employees are allowed to wear religious attire in accordance with the employee's sincerely-held beliefs, while maintaining religious neutrality and refraining from endorsing religion in the educational environment. Maintenance and custodial staff may wear suitable clothing for safe performance of their duties.

END OF POLICY

Legal Reference(s):

[ORS 243.650\(7\)](#)
[ORS 327.109](#)
[ORS 332.107](#)
[ORS 339.351](#)
[ORS 659.850](#)
[ORS 659A.030](#)

OR. CONST., art. I, § 5.
U.S. CONST. amend. I.

Cross Reference(s):

GCQA/GDQA - Nonschool Employment
GCQAB - Private Tutoring for Pay