

# Harney Education Service District

Code: **GBCA**  
Adopted: 11/14/07  
Readopted: 2/13/13  
Orig. Code(s): GBD

## Employee Dress Policy

The Board recognizes their responsibility to establish a code of dress to assure that each and every employee has a clear understanding of the expectation for appropriate attire as an employee of a public education agency representing our community, our schools and the state of Oregon.

While ESD employee responsibilities may vary, there are basic requirements that are expected for all programs:

1. ESD encourages all employees to select attire that is professional and demonstrates to our public our commitment to the highest standards of service.
2. Clothing should be modest, in good repair and clean.
3. Attire should be chosen with the clear understanding that the ESD employee represents the agency during all scheduled work hours.
4. Visible tattoos and body piercings (with the exception of pierced ears) are determined to be inappropriate for ESD employees. Employees who choose this personal decoration are required to cover tattoos and/or body piercing during working hours and at public functions where the employee is representing ESD.
5. Casual wear, including shorts and sweat pants/sweat shirts, are not acceptable for ESD employees during working hours.
6. When deemed necessary by the administration, ESD employees will wear identification badges as a security assurance for our clients.

It is also recognized that certain ESD employees have specific needs with regard to the nature of the program, either in working directly with children and/or their families in the school setting or in providing installation or maintenance of electronic communication systems and equipment.

1. In these settings it may be appropriate for employees to wear denim pants (blue jeans) with the approval of the supervisor.
2. In all instances, attire must be free of holes and must not show excessive wear or fading.

In the event of an issue of noncompliance with this Employee Dress Policy, the ESD employee may be subject to disciplinary action.

END OF POLICY

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**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.