

## **Staff Religious Dress**

Staff members project an image to the community and to students about the professionalism of the district. While employees are on duty they shall adhere to a professional attire. The principal/supervisor has the final authority to decide what professional attire is acceptable for staff. The superintendent or designee has final authority to decide what professional attire is acceptable for administrative staff.

### **Unacceptable Attire**

The following items are deemed disruptive to the educational environment or to the maintenance of a safe and orderly school and are not acceptable in district buildings, on district grounds or at district-sponsored activities when staff is on duty:

1. Shorts, dresses, skirts or similar clothing shorter than mid-thigh length;
2. Sunglasses and/or hats worn inside the building;
3. Inappropriately sheer, tight-fitting or body-hugging Lycra, Spandex or low-cut clothing (midriffs, halter tops, backless clothing, tube tops, undergarments made of fishnet, mesh or similar material, muscle tops, etc.) that bare or expose traditionally private parts of the body including, but not limited to, the stomach, buttocks, back and breast;
4. Tank tops or other similar clothing with straps narrower than 1.5 inches in width;
5. Any clothing, paraphernalia, grooming, jewelry, hair coloring, accessories or body adornments that contain any advertisement, symbols, words, slogans, patches or pictures that:
  - a. Refer to drugs, tobacco, alcohol or weapons;
  - b. Are of sexual nature;
  - c. By virtue of color, arrangement, trademark or other attribute denote membership in gangs which advocate drug use, violence or disruptive behavior;
  - d. Are obscene, profane, vulgar, lewd or legally libelous;
  - e. Threaten the safety and welfare of any person;
  - f. Promote any activity prohibited by the student code of conduct;
  - g. Otherwise disrupt the teaching-learning process.

### **Exceptions**

1. Appropriate athletic clothing may be worn when teaching or assisting with physical education classes or coaching athletic activities.

2. Staff with specific job assignments such as but not limited to professional technical and/or fine arts with professional technical and/or fine arts with permission from the principal/supervisor.
3. Other exceptions may be made by principals for purposes of staff participation in school spirit days.

### **Religious Dress**

“Religious clothing” means religious dress worn in accordance with the employee’s sincerely-held beliefs, including but not limited to head coverings, jewelry, emblems and other types of religious dress.

In assessing whether the district may restrict or prohibit the wearing of religious clothing, the district should consider:

1. Whether the employee’s intent of wearing the religious clothing or by wearing the clothing is likely to be perceived by students, parents or employees to indoctrinate or proselytize students and/or create the impression that the district endorses religion or the employee’s particular religious belief.
  - a. Specific factors to be considered when assessing employee’s intent and reasonable perception should include but not be limited to:
    - (1) The size and visibility of the religious clothing;
    - (2) The inclusion of any writing or symbols on the religious clothing that communicates a direct message;
    - (3) Any accompanying verbal statements or declarations of a religious nature that goes beyond a limited explanation of the religious significance or obligation associated with the wearing of the religious clothing;
    - (4) The number of employees requesting or wearing the same or similar religious clothing in the school; and
    - (5) The reasonableness of this perception should take into account the age, background and sophistication of the student, parent or employee in the school who regularly encounters the employee.
  - b. Whether the wearing of religious clothing disrupts the educational process, harasses, intimidates, coerces or otherwise interferes with the rights of students, parents or another school employee in the district.