

Multnomah Education Service District

Code: **GBCA**
Adopted: 12/20/11
Amended:
Reviewed:

Staff Dress and Grooming

The Board believes that staff members set an example in dress and grooming for students and standards of professionalism for the ESD. A staff member who understands this precept and adheres to it enlarges the importance of his/her task, presents an image of professionalism and encourages respect for authority. These factors act in a positive manner towards the maintenance of discipline.

MESD retains the authority to specify the following dress and grooming guidelines for staff that will prevent such matters from having an adverse impact on the educational process. Staff are subject to disciplinary action up to and including dismissal for violating the terms of this policy.

All staff when on duty shall:

1. Be physically clean, neat and well groomed;
2. Dress in a manner consistent with their assigned duties;
3. Dress in a manner that communicates to students a pride in personal appearance;
4. Be groomed in such a way that does not disrupt the educational process nor cause a health or safety hazard;
5. All staff when on duty shall be allowed to wear religious attire, in accordance with the employee's sincerely-held religious beliefs, while maintaining religious neutrality and refraining from endorsing religion in the educational environment.

The superintendent and Cabinet shall develop administrative regulations to implement this policy.

END OF POLICY

Legal Reference(s):

[ORS 243.650\(7\)](#)
[ORS 327.109](#)
[ORS 334.125\(7\)](#)

[ORS 339.351](#)
[ORS 659.850](#)
[ORS 659A.030](#)

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

MESD Policy Cross Reference(s):

JFCA - Student Dress and Grooming