

# Multnomah Education Service District

Code: **GBCA-AR**  
Adopted: 11/28/11  
Amended:  
Reviewed:

## Staff Dress and Grooming

“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 MESD may restrict or prohibit the wearing of religious clothing, the MESD 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 MESD 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.
2. 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 MESD.