

Staff Religious Dress

The Board believes that staff members set an example in dress and grooming for students and standards of professionalism for the district. 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.

The district 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.

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. Be 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;
6. 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.
7. Any clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that contain an 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.

Staff are subject to disciplinary action up to and including dismissal for violating the terms of this policy. The superintendent may develop guidelines to implement this policy.

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