

Staff Dress and Grooming

Staff members project an image to the community and to students about the professionalism of the WESD. 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 safe and orderly school and are not acceptable in ESD buildings, on ESD grounds or at ESD-sponsored activities when the staff is on duty:

1. 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.
2. The grooming limitations for students apply to staff.

Religious Dress

“Religious clothing” means religious dress including but not limited to head coverings, jewelry, emblems and other types of religious dress.

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

1. Whether the employee’s wearing the religious clothing is likely to be perceived by students, parents or employees to indoctrinate or proselytize students and/or create the impression that the WESD 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 inclusion of any writing or symbols on the religious clothing that communicates a direct message;
 - (2) 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;
 - (3) 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;
 - (4) 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 WESD.