

Jefferson County Education Service District

Code: GBCA-AR
Adopted: 10/05/11

Staff Dress and Grooming

Staff members project an image to the community and to students about the professionalism of the ESD. While employees are on duty they shall adhere to a professional attire that includes collared shirts, slacks, dresses and coordinated separates. 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.

The grooming limitations for students apply to staff.

Exceptions

1. Appropriate athletic clothing may be worn when teaching or assisting with physical education classes or coaching athletic activities.
2. Uniformed workers (e.g., food service, custodians, etc.) shall wear the required uniform as their professional dress.
3. Other exceptions will be allowed for staff with specific job assignments such as but not limited to professional technical and/or fine arts with permission from the principal/supervisor.

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 ESD may restrict or prohibit the wearing of religious clothing, the ESD should consider:

4. 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 ESD 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 ESD.