

STAFF DRESS CODE

Purposes

District 87 staff should act as role models in the schools. Staff dress and grooming should promote professionalism and maintenance of a positive teaching and learning environment. Because District 87 students are required to follow Board Policy 727.00 (Student Dress), District staff have an important role in teaching students to make sensible clothing decisions, regardless of fashion, and to respect each other without regard to personal attire. Through their attire and grooming habits, the staff should also promote the dignity and seriousness of the learning atmosphere as well as the health and safety of the student body.

The dress code set forth in this policy is intended to preclude employee attire that is inconsistent with the foregoing purposes, or which may be viewed as provocative, revealing, or otherwise inconsistent with the District's educational mission. Staff clothing shall not be frayed, worn, torn, cut, or bleached, and shall adhere to the requirements set forth in this policy on all work days, and at all school-related activities, events and functions. Staff members are required to dress in a professional manner (shirt and tie for men) for the following events: Parent/Teacher Conferences, Open House, and Graduation. Institute days are considered regular school days.

Requirements

- Clothing shall be clean, neat and practical, and not be tight fitting, sheer, low-cut or revealing. Except as specified in this policy for physical education teachers and coaches, shorts, sweatpants, wind pants, and denim jean slacks (any color) are not permissible.
- Bare midriffs are not permissible.
- Uncovered tank style tops are not permissible.
- Beach-wear flip-flops are not permitted.
- Jewelry – Watches, bracelets, and one earring per ear may be worn. Rings may be worn. Exposed necklaces may be worn.
- Visible tattoos, and any visible body piercings other than the ears are not permissible.
- Outdoor coats, jackets and other outerwear may not be worn inside District buildings.
- Hats, sweatbands, sunglasses and other headgear may not be worn inside District buildings.
- Any clothing, pin, insignia or other item with language or pictures conveying express or implied obscenities or sexual vulgarities, promoting the use of tobacco, alcohol, or illegal drugs, inciting violence or other illegal acts, or conveying other messages inconsistent with community values or the District's educational mission are not permissible.
- Any item of clothing or jewelry containing a symbol of a gang or which, by its manner of display, constitutes a symbol of a gang is not permissible.
- Hair styles, hair color, and facial hair shall be maintained in a neat and professional manner, and shall not be disruptive or distracting to students or staff. (Examples include, but are not limited to, "rainbow" colored hair, Mohawks, carvings, etc.)
- Other items of clothing, jewelry, or footwear that are disruptive, distracting or unsafe/unhealthy are not permissible. All employees shall otherwise maintain their personal appearance in a manner that is not disruptive, distracting or unsafe/unhealthy to other staff, students, or others present on school grounds during the employee's work day.

Physical Education teachers and coaches

- Physical education teachers are permitted to wear sweatpants, wind pants, sweatshirts, shorts, t-shirts, or athletic shoes. No predominant emblems or insignias are allowed except for the school emblem.
- Interscholastic coaches may adhere to the dress code for physical education teachers while performing coaching activities.

School Spirit Days/Field Trips

- Building administrators, with the approval of the Superintendent or designee, may designate school spirit days on which the staff may be excused from complying with some or all of the requirements of this Policy.
- The Building Administrator may, at his or her discretion, excuse staff who will be attending field trips from complying with some or all of the requirements of this Policy. Field trip destination will be considered in applying this portion of the policy.

Accommodations

- This policy is not intended to discriminate against an employee or violate an employee's rights. Reasonable accommodations will be made for religious, ethnic, and/or medical purposes.

Violations

- If an employee fails to comply with this dress code policy, the principal will discuss the matter with the employee and request that any failure to comply be remedied. Continued violations as determined by the building principal, will result in a written notice of violation being placed in the employee's personnel file and the specific dress code provision violated will be reviewed with the employee. Progressive disciplinary actions will then be applied to an employee who continues to violate the dress code policy, up to and including termination of employment.
- The building principal shall determine if a building employee is in compliance with this policy. If the employee disagrees with the principal's decision s/he may request a meeting with the Superintendent to review the building principal's decision. The Superintendent shall make the final determination if an employee is in compliance with this policy.
- The Superintendent shall notify building principals of dress code determinations as needed to ensure uniform compliance and enforcement of this policy.

LEGAL REFERENCE: 105 ILCS 5/10-20; 10-20.5

Policy Adopted: 07/27/09