

EAST STROUDSBURG AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DRESS AND GROOMING

ADOPTED: August 19, 2002

REVISED: November 17, 2003
August 18, 2008
August 18, 2014

425. DRESS AND GROOMING	
1. Purpose	Professional employees set an example for their students to follow in dress and grooming and should present an image of dignity and encourage respect for authority. These factors act in a positive manner towards the maintenance of school and classroom discipline.
2. Authority SC 510	The Board has the authority to specify the minimum standards of appropriate dress and grooming and to specify reasonable dress and grooming guidelines for the purpose of maintaining the District's operations and services in a professional manner and to avoid disruption or adverse impact upon those programs, operations or services.
3. Definition	For the purpose of this policy, business casual includes khaki pants, slacks, dresses and skirts, as well as polo shirts, blouses and dress shirts, but excludes denim, t-shirts, sweatshirts and sweatpants.
4. Guidelines	<p>During work hours, employees shall be physically clean, neat, well-groomed, and dressed in business casual or better in a manner consistent with the needs of the job to be performed.</p> <p>The school district shall provide each employee with a photo identification badge which shall be visibly worn in the front of the torso between the shoulders the waist.</p> <p>Tops shall be opaque at the torso, cover the shoulder and cover the wearer within 3-3/8" (long side of school district-issued photo ID card) of the base of the collar bone.</p> <p>There shall be no gap in between the tops and bottoms.</p> <p>Bottoms shall cover the wearer within 2" (short side of school district-issued photo ID card) of the top of the knee.</p> <p>One piece garments such as dresses, jumpers, etc., which meet the above requirements are acceptable.</p>

<p>5. Delegation of Responsibility</p>	<p><u>Full-length jeggings/leggings/tights may be worn under skirts or dresses that meet the length requirement.</u></p> <p>Footwear shall be secured at the heel with heels 3.5 inches or less.</p> <p>Employees shall be groomed so that hair style does not disrupt the educational process or operations, nor cause a health or safety hazard.</p> <p>Exceptions/Exclusions</p> <ol style="list-style-type: none">1. As prescribed by an employee's licensed physician;2. As required by an employee's religious order as evidenced in writing by an official thereof;3. As required for participation in school sponsored activities or work assignments. <p>If an employee feels that an exception to this policy would enable him/her to carry out assigned duties more effectively, a request should be made to the school principal.</p> <p>Casual for a Cause</p> <p>No more than two (2) Fridays per month may be designated as Casual for a Cause by the building/district administrator. Employees who choose to participate will have the opportunity to dress in alternate attire specified by administration in exchange for a voluntary contribution to a designated charity/cause.</p> <p>Written requests to conduct Casual for a Cause in excess of the above must be submitted to the Superintendent for approval.</p> <p>The specific guidelines of this policy shall be promulgated by Administrative Regulations.</p> <p>References:</p> <p>24 P.S. Sec. 510</p>
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