

**Linn Benton Lincoln
Education Service District**

Code: **GBCA**
Adopted: 6/08/16

Staff Dress and Grooming

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

In consultation with the Chief Human Resources Officer the supervisor has authority to decide what professional attire is acceptable for their staff. The Superintendent or designee has authority to decide what professional attire is acceptable for administrative staff. The ESD 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.

As representatives of the ESD all staff when on duty shall:

1. Be physically clean, neat and well groomed;
2. Dress in a professional manner consistent with and appropriate to their assigned duties.
3. Be groomed in such a way that does not disrupt the educational process nor cause a health or safety hazard, avoiding clothing or other adornments that:
 - refer to drugs, tobacco, alcohol, weapons or violence
 - are of a sexual nature
 - promote discrimination, harassment, prejudice, sexism or racism;
4. 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.
5. The term "professional" shall not restrict an employee's legal rights to dress in accordance with their gender identity.

Consideration will be given to the variety of settings and range of services ESD employees provide including:

- Working in schools, homes and ESD facilities
- Providing services to students and small children
- Providing training or making presentations to other educators and administrators
- Interacting with customers and other stakeholders
- Maintaining ESD facilities
- Working in an office environment

Staff may be subject to progressive disciplinary action for violating the terms of this policy.

END OF POLICY

Legal Reference(s):

[ORS 243.650\(7\)](#)

[ORS 327.109](#)

[ORS 334.125\(7\)](#)

[ORS 339.351](#)

[ORS 659.850](#)

[ORS 659A.030](#)

OR. CONST., art. I, § 5.

U.S. CONST. amend. I.