

## EMPLOYEE/SUBSTITUTE DRESS GUIDELINES

The Roosevelt Independent School District is responsible for educating children to prepare them for successful and useful roles in our society. It is the responsibility of all employees to serve as role models for students and present a positive, professional image in language, behavior, and dress. Appropriate dress is a rational means of promoting respect for authority, traditional values, and discipline.

ALL personnel working within the schools shall dress during the instructional day in accordance with the following guidelines:

- 1) Professional dress is required during school hours on all days with the exception of Friday when appropriate jeans will be permitted to be worn. Roosevelt shirts are encouraged on Friday, as well. If you are involved in a professional meeting or activity, including, but not limited to, all Education Service Center activities and professional conferences, professional clothing is required. Exceptions to the professional dress code would include those positions that have specified separate dress expectations, such as: Food Service, Maintenance, Custodial and Transportation, PE/Athletics, some CTE teachers, Technology in certain situations.
- 2) Capri, shorts, or cropped pants will be allowed below the knee or lower in length.
- 3) The hem of a dress or skirt shall be no shorter than six inches from the bottom of the knee.
- 4) Unacceptable apparel includes, but is not limited to: wind suits, velour lounge/jogging suits, sweat suits, denim shorts, short shorts, Bermuda/walking shorts, leggings as pants, tank tops, tube tops, strapless, see through, off the shoulders, or low cut (cleavage), as well as bare midriff and any clothing that could be regarded as brief, form fitting or revealing. Beach-type shoes, such as flip-flops, shower shoes, and plastic shoes are not appropriate at any time. Flip flops of a dressy nature are allowable.
- 5) All tattoos on all employees must be covered. Body piercing, with the exception of female ears, shall be prohibited.

6) Hair coloring or “feathers” that are not a “natural” color are prohibited.

Judgments as to what is neat, clean, modest or immodest, appropriate or inappropriate are always open to question. The decision of the building administration or supervisor in these matters is final.

For further clarification, please consult the school administrator. However, a good rule of thumb to follow would be: If the thought crosses your mind that your dress may not be appropriate, don't wear it.