

Staff Dress Code

Teachers and other staff members project an image to the community and to students about the professionalism of the district. During the workday and at all work-related activities, employees shall adhere to a professional standard of dress and shall be neat and clean in appearance. Examples of professional attire include, but are not limited to, collared shirts, polos, dress slacks, khakis, ties, dresses and coordinated separates. Denim or jean slacks may be worn as part of professional attire with discretion; there may be no rips, tears, holes and/or frays.

The principal/supervisor has the final authority to decide what is professional attire. Principals/supervisors will use their professional judgment to monitor employee dress and grooming. Violations will be addressed through the appropriate staff discipline policy.

Unacceptable items

T-shirts and athletic wear, such as athletic shorts or sweatpants, are not considered acceptable as a professional standard of dress unless an exception is otherwise permitted by the supervisor.

The following items are deemed disruptive to the classroom environment or to the maintenance of a safe and orderly school and are not acceptable in school buildings, on school grounds, or at school activities:

1. Shorts, dresses, skirts or other similar clothing shorter than mid-thigh length
2. Sunglasses and/or hats worn inside the building
3. Inappropriately sheer, tight or low-cut clothing (e.g., midriffs, halter tops, backless clothing, leggings, tube tops, garments made of fishnet, mesh or similar material, muscle tops, etc.) that bare, expose, or accentuate traditionally private parts of the body including, but not limited to, the stomach, buttocks, back and breasts
4. Tank tops or other similar clothing with straps narrower than 1.5 inches in width
5. Any clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that are or contain any advertisement, symbols, words, slogans, patches, or pictures that:
 - Refer to drugs, tobacco, alcohol, or weapons
 - Are of a sexual nature
 - By virtue of color, arrangement, trademark, or other attribute denote membership in gangs which advocate drug use, violence, or disruptive behavior
 - Are obscene, profane, vulgar, lewd, or legally libelous
 - Threaten the safety or welfare of any person
 - Promote any activity prohibited by the student code of conduct
 - Otherwise disrupt the teaching-learning process

Exceptions

Unless otherwise specified, Fridays shall be designated as Spirit Days. Casual attire (e.g., denim jeans; school/district logo shirts; school-based spirit day attire) is acceptable on Spirit Days so long as all other areas of the dress code are adhered to. Additional Spirit Days may be identified by the principal, in consultation with the superintendent.

Appropriate athletic clothing may be worn when teaching or assisting with physical education classes, or when coaching athletic activities.

Principals, in consultation with the superintendent, may make exceptions to the dress code policy for staff working with specialized populations of students.

Uniformed workers (e.g. food service staff, custodians, maintenance workers, etc.) shall wear the required uniform instead of professional dress. Support staff may request more general casual attire based on the nature of assigned duties. The supervisor will have final approval.

Adopted by the Board: December 10, 2014
Revised and recoded by the Board: July 17, 2019
Revised: February 23, 2022

LEGAL REF.: C.R.S. 22-32-109 (1)(cc) (*districts required to have staff dress code*)

CROSS REFS.:

Board policy:

EL-12, Staff Treatment

Administrative policies:

GBEB, Staff Conduct (And Responsibilities)

JICA, Student Dress Code