

***Board File: GBEBA***

**STAFF DRESS CODE**

The general appearance of all district employees, especially those who interact with the public, is an important aspect of the professional image the Board wishes the district to reflect. Unless otherwise required by district department or school building rule, employees may choose their clothing for work consistent with the essential functions of their job and reasonable standards of professionalism, safety, cleanliness and hygiene. District department supervisors and building principals may require employees to change clothing and/or discontinue practices of dress that are inconsistent with the criteria in the immediately preceding sentence, or that have a negative impact on the educational process or district operations.

Notwithstanding any other provisions of this policy, district department supervisors may require that employees wear uniforms or adhere to identified dress code requirements. Such requirements may include that employees wear prescribed safety equipment or clothing.

Building principals and district department supervisors shall monitor employee dress according to the contents of this policy and shall have the authority to make building and department rules and regulations to implement this policy. Such rules and regulations, if developed, shall be included in department or building handbooks or otherwise communicated to employees.

Consistent with Board policy GBA and federal and state law, the district shall make exceptions to building and department dress code regulations to permit employees to follow religious dress and grooming practices, unless doing so would cause an undue hardship or cause a direct threat to health or safety.

A violation of this policy or any related building or department regulation may subject the employee to appropriate disciplinary action, up to and including termination.

Adopted: August 5, 2003

Revised by the Board: June 9, 2020

**LEGAL REF.:**

C.R.S. 22-32-109(1)(cc)

**CROSS REF.:**

GBEB, Staff Conduct

GBA, Open Hiring/Equal Employment Opportunity