

EMPLOYEE DRESS CODE

The Evangeline Parish School Board recognizes that teachers and administrators have traditionally upheld high standards of professionalism, including that of appropriate, professional attire. In accordance with that tradition, the Evangeline Parish School Board embraces the following standards as they relate to employee dress.

DRESS AND PERSONAL GROOMING

Employees on a daily basis shall dress as professionals, in businesslike attire in order to set a good example for co-employees, students and the general public. Employee dress and grooming shall not detract from the learning/educational environment of students' participation in classes, school programs or other school-related activities. Extremes in style and fit in employee dress and extremes in style of grooming shall not be permitted. Administrators shall be authorized to use their discretion in determining extremes in styles of dress and grooming and what is appropriate and suitable for Evangeline Parish School Board employees. No employee shall wear, possess, use, distribute, display, or sell any clothing, jewelry, emblem, blade, symbols, sign, or other things which are affiliated with drugs, alcohol, violence, or gang-related activities. Policies regarding dress and grooming stress the importance of reducing distractions that inhibit learning and are addressed in an attempt to enhance the learning environment.

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The guidelines of the School Board shall be that no mode of attire shall be considered proper for school wear that distracts from or disrupts classroom and school decorum. To maintain a proper image for teachers, it is the responsibility of principals to see that teachers are properly dressed.

Principals or building administrators may make exceptions to the mode of dress in specific shop-type situations where deemed appropriate. Any condition of grooming or dress judged inappropriate by the principal or building administrators shall not be allowed.

Guidelines

The provisions of the employee dress code are applicable to teachers, administrators, substitute teachers, student teachers, teacher aids, block teachers, and any others who have responsibilities for the instruction of children, as well as to clerical personnel. These standards also apply to employees at the Central Office, Media Center, Regional Service Center, Adult Education Center, and other off-campus facilities.

1. Teachers and administrators should dress appropriately and in good taste

with a manner consistent with their particular responsibilities.

2. The following are examples of clothing that are considered unprofessional, inappropriate, and/or immodest:

- Walking shorts
- Jeans (made of denim fabric)
- Dresses with "spaghetti" straps
- Sundresses
- Sleeveless dresses or shirts/blouses
- Pullover shirts and/or collarless (those that can be considered a T-shirt)
- Sweatsuits
- Flip Flops
- Crocs
- Scrubs (Only school nurses are allowed to wear scrubs)

The following examples of clothing are permitted:

- Pants (nothing shorter than mid-calf)
- Backless shoes

3. During special activities such as field trips, field days, and other similar events, teachers and administrators may be exempted from the prohibitions, but are requested to adhere to standards of good taste.
4. Men, especially those in administration, are encouraged to wear ties. Dress slacks with polo style shirts or sports shirts may also be worn.

EXCEPTIONS

Sweatsuits may be worn by athletic instructors, but only during athletic instruction. Agriculture and Industrial Arts teachers are not exempt from the prohibition on jeans. Due to the nature of their jobs, it is recommended that individuals employed in either of these types of positions wear work clothes (i.e. Khaki-type fabrics). Belts and socks are to be worn at all times when applicable to the garment.

Ref: La. Rev. Stat. Ann. §17:81; Board minutes, 3-6-85, 7-17-91, 7-5-00, 5-2-07.