

Staff Dress Code

The Espanola Board of Education recognizes that school employees, consultants, and independent contractors are role models for the students with whom they come in contact before, during and after school hours. The board recognizes the positive effect an employee, consultant or independent educational contractor can have on his or her students in this capacity. To this end, it is strongly expected that employees, consultants, educational contractors dress and groom themselves in a professional manner appropriate to the educational environment.

It is not the intent of this policy to suppress any person's right to dress as he or she pleases. However, in light of the nature of dealing with young formative persons in the school setting, discretion and common sense call for an avoidance of any extreme dress, which would interfere with the normal educational process. In addition, as role models, employees, consultants, independent educational contractors, should always be conscious of how their dress and grooming affect the individual student.

Employees, consultants or independent educational contractors are not to wear muscle shirts, tank tops, spaghetti strap tops, halter tops, translucent blouses, midriff shirts/blouses, spandex or inappropriate fitting attire, sweats or attire with either pictures, logos, phrases, letters or words printed, that have sexual intonations/interpretations or reflect bias, prejudicial, vulgar, profane, obscene or disruptive views as determined by the school administrator or supervisor(s). This includes logos or printed words or letters depicting violence, alcoholic beverages, tobacco or prohibited substances.

Employees, consultants or independent educational contractors are not to wear sunglasses, tinted glasses or hats of any kind within certain school buildings, unless approved by the school administrator for special occasions or are medically prescribed.

Dresses, pants, blouses, shirts and suits shall be appropriate for the work environment and/or professional work environment. Appropriate attire relevant to a bona-fide religious belief will be considered when administrator/supervisor is informed by the employee.

The principal/supervisor will determine what is appropriate or inappropriate dressing and grooming. Employees, consultants or independent educational contractors who go to their work place dressed or groomed inappropriately, may then be sent home without pay, for appropriate attire.