



Book	BOARD POLICIES
Section	300 Employees
Title	Dress and Grooming
Code	325
Status	First Reading

Authority

Administrative, professional and support employees set an example in dress and grooming for students and the school community. Employees' dress should reflect their professional status and encourage respect for authority in order to have a positive influence on the district's programs and operations.

The Board has the authority to specify reasonable dress and grooming requirements, within law, for all district employees to prevent an adverse impact on the educational programs and district operations.[\[1\]](#)

The Board directs compliance with Board policy and law prohibiting discrimination, including but not limited to protections addressing:[\[2\]](#)[\[3\]](#)

1. Protective hairstyles, including but not limited to hairstyles such as locs, braids, twists, coils, Bantu knots, afros, and extensions.
2. Religious creed, including head coverings and hairstyles historically associated with religious creeds.

When assigned to district duties, employees shall be physically clean, neat, well-groomed and dressed in a manner consistent with assigned job responsibilities.

Employees shall be groomed so that their hair style does not cause a safety or health hazard.

Designated support staff may be required to wear a designated work uniform and utilize safety gear when performing assigned duties.

Delegation of Responsibility

If an employee feels that an exception to this policy would enable the employee to carry out their assigned duties more effectively, a request should be made to the immediate supervisor.

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Legal

[1. 24 P.S. 510](#)

[2. 43 P.S. 951 et seq](#)

3. Pol. 104