

GBEBA - STAFF DRESS CODE

The Wilton Lyndeborough Cooperative School Board understands that professionally appropriate attire in the classroom and workplace will promote a more positive learning environment, allow teachers to serve as role models for students, and promote respect for our professional staff.

The Board recognizes that professionally appropriate attire for their role will vary depending on the position held by the individual. Employees should wear attire suitable for the type of work they perform. Administration retains the authority to evaluate attire. Clothing and accessories are considered appropriate if it does not disrupt the educational or workplace environment. While individual style will be recognized, there are minimum standards of grooming and attire to which employees must abide. The following minimum standards, within law, apply to staff when present within the schools.

Minimum Standards

- All employees shall be neat and clean when reporting to work.
- Clothing will be professionally appropriate for their role, while being free from holes, stains or obvious distressing, and should not expose undergarments, buttocks, chests, or midriffs.
- Clothing and exposed body art shall be free from
 - profanity
 - obscene gestures
 - sexually graphic pictures
 - supportive references to alcohol, cigarettes, drugs or sexual activity
 - messages degrading others on the basis of race, color, religion, ancestry, national origin, gender, sexual orientation or disability
 - Jewelry may be prohibited or limited in certain learning spaces for safety reasons or to preserve the quality of school materials.
- Staff may wear themed clothing on days that are designated for school spirit or fund raising as approved by the Superintendent of Schools.
- No gang related apparel or items are permitted
- Caps, hats, and sunglasses may be worn outside only
- Shoes or sandals must be worn
- All employees will abide by all health and safety rules relating to their specific assignment.
Example: hairnets for food services workers or close-toed shoes for custodial staff

The Board recognizes that all employees enjoy full rights of citizenship and liberty as guaranteed by the Constitutions of the United States and New Hampshire. However, individual freedom of expression of employees must be balanced with the impressionability of students. Accordingly,

- Religious symbols or emblems are permissible as long as they do not proselytize or disparage religion, and
- Clothing should be free of non-neutral political messages.
For Example "VOTE" is permissible; "VOTE FOR SMITH!" is not

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