

Jasper Independent School District Professional Dress Code

DRESS CODE FACULTY/STAFF

Faculty and staff members are expected to dress in a professional and appropriate manner. Proper grooming and attire have a positive impact on the teaching and learning environment.

The campus principal and/or supervisor will be solely responsible for initially interpreting and enforcing the faculty/staff dress requirements. Questions concerning dress requirements may be appealed as provided by Board policy DGBA (Legal) and DGBA (Local).

Employees will be neatly groomed and dressed with clean and neat hair. Neatly groomed and dressed shall be defined as dress and grooming that is standard and conforms to local community and school district etiquette and decorum. Grooming and dress that will disturb, interfere with, or detract from the educational process will not be allowed. It is within these principles that JISD will enforce the following dress code items, specifically but not limited to:

Acceptable-All Professional/Paraprofessional Staff

- Dress professionally and take pride in your appearance (clothes should be clean and pressed)
- Sport coats/jackets/sweaters (denim jackets are not allowed)
- Buttoned shirts or blouses
- Dress shirts or blouses
- Polo or golf style shirts
- Turtlenecks
- Belted slacks/pants/Docker style pants if loops visible
- Appropriate undergarments
- With regard to sleeve length, sleeveless or cap-sleeved shirts and tops are only acceptable for the workplace when worn under a jacket or a shirt-jacket at all times.
- Acceptable footwear includes dress shoes or casual shoes, such as leather-like suede or loafer styles. Boots are also acceptable.

Not-Acceptable

- Torn/ripped faded clothing
- Denim (jeans, jackets, shirts, skirts, and dresses); this also includes colored denim.
- Leather and/or spandex pants/skirts/dresses
- Cargo/carpenter pants
- Shorts should only be worn in P.E. or athletic classes; coaches are to be in professional dress while in the regular classroom. Wind-pants/warm-ups should only be worn in P.E. or athletic classes; coaches are to be in professional dress while in the regular classroom.
- T-shirts
- Overalls
- Visible undergarments or exposed cleavage
- Backless apparel and exposed midriff

(Not Acceptable Cont.)

- Visible tattoos
- Any visible body piercing (Nose ring, eyebrow ring, tongue ring, etc.)
- Ear piercing for women only is acceptable if not excessive
- Shirts or tops worn out that are designed to be worn in (i.e. shirts or tops with a tail).
- Casual sandals are not appropriate including Velcro and flip-flop type sandals
- Flip-flops are not acceptable.

Acceptable-Men

- Collared shirts, such as polo style, oxford style or dress shirts
- Banded-collar shirts
- Full-length slacks/pants
- Docker style pants
- Socks worn with all footwear
- Shirts that are not designed to be worn out should be tucked in (i.e. shirts with a tail).
- Acceptable sweater styles include pullover and cardigan styles

Not Acceptable-Men

- T-shirts
- Sweatshirts
- Banded-Bottom shirts
- Casual sandals
- Flip-flops

Acceptable Women

- Dress/jumpers
- Pants/Slacks/Capri pants that are mid calf or longer
- Pantsuits
- Blouses/sweaters/knit tops that are not designed to be worn out should be tucked in (i.e. shirts or tops with a tail).
- Clothing should convey a professional image by being coordinated, modest and appropriate for a business setting
- Women may also wear pants that are at least mid-calf length (Capri pants) if they are coordinated and/or a business pant suit,
- Collared or un-collared shirts and tops may be pullover or button style
- Split skirts that look like a skirt in the front
- Skirts should be of a modest, professional length, falling at or just above the knee or longer. Skirts or any clothes that are too tight, too short or too revealing are not appropriate for the workplace.
- Appropriate shoes include dress shoes or pumps; leather-like, suede or loafer style shoes; and boots
- Closed-toed slide styles are also acceptable (open-toed shoe with a dress appearance and/or a dress heel is acceptable)

Not Acceptable-Women

- Leggings/stirrup pants
- Low-fitting, “hip-hugger pants are not appropriate for a business setting.
- Dress/skirts more than 3 inches above kneecap
- Spaghetti-strap dress/tops
- Slits higher than 3 inches above the kneecap
- Low cut/tight/revealing clothing/exposed cleavage
- Casual sandals with a toe strap designed to go between the toes are not appropriate
- Flip-flops are not acceptable.

The principal or supervisor may approve variations in the dress code for special situations such as field day, spirit day, workday, etc. and for those individuals whose responsibilities may necessitate an alternate form of dress, such as and not limited to physical education teachers. The principal or supervisor may also approve variations in the dress code due to medical conditions as approved by a physician. Shorts may only be worn in the physical educational classroom and must be no higher than three inches from the top of the kneecap. Professional dress is always required in the classroom.