

 <b>Tucson, Arizona</b>  <b>GOVERNING BOARD POLICY</b>	POLICY TITLE: Dress Code for Employees
	POLICY CODE: GBEB A

The Governing Board believes that all employees should dress in a professional manner, setting an example for workplace attire for the students TUSD serves. The Governing Board recognizes that “professional” work attire will vary depending on the position held by the individual. Employees should wear attire suitable for the type of work they perform.

Attire shall be considered professionally 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. All employees will comply with the minimum standards established for students not subject to a standardized dress code (uniforms).

### Minimum Standards

- All employees shall be neat and clean when reporting to work.
- Clothing shall be free from frays, holes, or tears 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.
- No gang related apparel or items are permitted.
- Dresses, skirts and shorts should be mid-thigh or longer.
- Caps, hats, and sunglasses may be worn outside only.
- Shoes or sandals must be worn. Rubber/plastic flip-flops are not considered to be sandals.
- 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 Governing Board recognizes that all employees enjoy full rights of citizenship and liberty as guaranteed by the Constitutions of the United States and Arizona. 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. (“VOTE” is permissible; “VOTE FOR SMITH!” is not)

Adopted: October 5, 2004  
Revised: December 13, 2005  
Reviewed: May 28, 2013

**LEGAL REF.:**

**Cross Ref.** GBEB – Staff Conduct