

NOTE: Colorado school districts are required by law to adopt a policy on this subject, however the specifics of the policy are not set forth in law. This sample contains the content/language that CASB believes best meets the intent of the law. However, the district should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.

Staff Dress Code

Teachers and other staff members project an image to the community and to students about the professionalism of the district. During the workday and at all work-related activities, employees shall adhere to a professional standard of dress and shall be neat and clean in appearance. Examples of professional attire include, but are not limited to, collared shirts, dress slacks, ties, dresses and coordinated separates. **It is the responsibility of the staff member to dress according to the dress attire standards expected for fulfilling the position of employment for which they are hired in. Concerning professional attire, the principal shall determine** ~~has the final authority to decide~~ **what is professional attire according to this policy and ensure that professional staff members follow the guidelines below.**

Unacceptable items

The following items are deemed disruptive to the classroom environment or to the maintenance of a safe and orderly school and are not acceptable in school buildings, on school grounds, or at school activities:

1. Shorts, dresses, skirts or other similar clothing shorter than mid-thigh length
2. Sunglasses and/or hats worn inside the building
- 3. Denim Jeans, leggings, jogger pants, sweat pants**
3. Inappropriately sheer, tight or low-cut clothing (e.g., midriffs, halter tops, backless clothing, tube tops, garments made of fishnet, mesh or similar material, muscle tops, etc.) that bare or expose traditionally private parts of the body including, but not limited to, the stomach, buttocks, back and breasts
4. Tank tops or other similar clothing with straps narrower than 1.5 inches in width
5. Any clothing, paraphernalia, grooming, jewelry, hair coloring, accessories, or body adornments that are or contain any advertisement, symbols, words, slogans, patches, or pictures that:
 - Refer to drugs, tobacco, alcohol, or weapons
 - Are of a sexual nature
 - By virtue of color, arrangement, trademark, or other attribute denote membership in gangs which advocate drug use, violence, or disruptive behavior

1st Reading: 6-24-20

File: GBEBA

2nd Reading: 7-15-20

- Are obscene, profane, vulgar, lewd, or legally libelous
- Threaten the safety or welfare of any person
- Promote any activity prohibited by the student code of conduct
- Otherwise disrupt the teaching-learning process

Exceptions

Staff may wear denim jeans with a top that has the Sierra Grande Logo on the last work day of the week (three day weeks excluded). Appropriate athletic clothing may be worn when teaching or assisting with physical education classes, or when coaching athletic activities.

~~(Optional language: Uniformed workers (e.g. food preparers, custodians, etc.) shall wear the required uniform instead of professional dress.)~~

Building principals in conjunction with the school accountability committee, may develop and adopt school-specific dress codes that are consistent with this policy.

(Adoption date)

LEGAL REF.: C.R.S. [22-32-109](#) (1)(cc) (districts required to have staff dress code)

CROSS REFS.: [GBEB](#), Staff Conduct (And Responsibilities)

[JICA](#), Student Dress Code