

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 356
CERTIFIED STAFF**

EMPLOYEE DRESS CODE

I. Educational Environment and Community Standards

The Carson City School District, in conjunction with the Carson City Building Administrators Association, the Ormsby County Education Association, the Nevada Classified School Employees Association, and the School Nurses represented by Teamsters Local 533, believe that the dress and grooming of School District employees must be within the limits of generally accepted community and professional standards. Employee dress and appearance play a vital part in the projection of a professional image, which is important in an educational environment where school employees often serve as a model for students. Professional dress also enhances the image of school personnel within the community at large. Therefore, the purpose of this policy is to promote an atmosphere of learning rather than one of leisure in our schools throughout the District. The dress code is not designed to dictate fashion to adult employees or create a hostile and controlling work environment, but rather to steer employees towards a professional appearance.

H. Responsibility

The site administrator or department supervisor will ensure that employees meet the standards adopted by the Board of School Trustees and that employees dress in a professional, appropriate manner. The site administrator may designate exceptions to the dress standards for special events or circumstances they deem appropriate.

III. Attire and Grooming Standards

The following are not considered to be appropriate attire:

1. For men — shorts more than four inches above the knee, tank tops, muscle shirts, sweat suits or warm ups, collarless T-shirts, spandex/lycra as an outer garment or similar tight fitting outfits;
2. For women — shorts or skirts more than four inches above the knee, provocative shirts, tank tops, crop tops which show the midriff area, muscle shirts, sweat suits, warm ups, spandex/lycra as an outer garment or similar tight outfits; and

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- ~~3. Slippers, work boots, foot thongs, sandals with no hosiery (unless approved by the principal or supervisor in hot weather), and other similar casual foot apparel.~~

~~The wearing of blue denim jeans is discouraged. However, if they are worn, they should be "dressed up" with a professional looking sweater, blouse, or shirt with a collar and appropriate footwear. Blue denim jeans, a sweatshirt/T-shirt and tennis shoes when worn together are not considered appropriate.~~

~~All employees are expected to exemplify grooming standards in a manner that projects an appropriate image for the employee, the School and the District.~~

- ~~1. Employees shall keep hair neatly groomed. Beards and mustaches shall be neatly groomed.~~
- ~~2. Employees shall not wear facial jewelry, excluding earrings.~~
- ~~3. Employees shall not wear, on the outside of their clothing, jewelry or similar artifacts that may be considered obscene or distracting, may cause disruptions, or which may present a safety hazard to the employee and those with whom they work.~~
- ~~4. Hats are not to be worn inside the building.~~

Exceptions:

- ~~1. Physical Education teachers may wear warm-up suits and shorts (no more than four inches above the knee) and other attire that is appropriate for their special instructional assignment.~~
- ~~2. Vocational teachers may wear attire that is appropriate for their special instructional assignment.~~
- ~~3. Employees who work in the Operations Department (Transportation, Maintenance, Custodial Services, Grounds, Material Services, Technical Support) and Nutritional Services will have a separate dress code which will accommodate their special job requirements.~~

Adopted: January 12, 2000
Eliminated: August 25, 2015