EMPLOYEE DRESS AND APPEARANCE

The Lexington City Board of Education believes that the appearance and the conduct of its faculty are of supreme importance in establishing a positive image for education in the community and for presenting a good example for students. Therefore, the Board affirms its expectation that all personnel shall be professionally, neatly and appropriately attired for the work to be done. An employee’s dress must not disrupt or distract from the educational process and must be in accordance with health and safety standards. The superintendent may develop and communicate to employees guidelines for appropriate dress and appearance. Such guidelines may authorize the principal or department supervisors to develop specific dress or appearance requirements for each school or department.

An employee’s supervisor will make an initial determination of whether an employee’s dress or appearance is inappropriate. In making this determination, the supervisor will consider the following factors:

- the nature of the employee’s work;
- whether the dress is consistent with a professional environment; health and safety factors;
- the nature of the employee’s public contact and the normal expectations of outside parties with whom the employee will work;
- the employee’s interactions with students;
- the prevailing practices of other workers in similar jobs; and
- any properly established guidelines for dress or appearance.

Inappropriate Dress or Appearance

An employee’s dress or appearance may not be so unusual, inappropriate or lacking in cleanliness that it clearly disrupts class or learning activities or presents a safety issue. The following attire is considered inappropriate for school employees while performing their assigned duties:

- Jewelry affixed to an employee’s nose, tongue, cheek, lip, or eyebrow.
- Clothing that is disruptive, provocative, or revealing, or does not cover an employee’s waist or midriff.
- Clothing which promotes alcoholic beverages, tobacco, or the use of controlled substances by words or symbols.
- Clothing that contains profanity, nudity, depicts violence or is sexual in nature by words or symbols.
- Flip flops, slides, or shoes that present a safety or health concern.
- Jeans, but may be worn with school spirit attire on designated school spirit days and Fridays.
- Undergarments that are visible or any see-through clothing.
- Sweatbands, bandanas, or sunglasses inside school buildings.

Legal Reference: G.S. 14-234 to 236; G.S. 115C-36, 47, 288, 308, 391(a)

If the supervisor determines that the employee's dress or appearance is inappropriate, detrimental to the work or learning environment, or hazardous to the health or safety of the employee, fellow employees or students, the supervisor will counsel the employee regarding appropriate attire that is consistent with this policy and will determine whether the employee is allowed to remain at work or must leave work to change his or her dress. Any failure to follow the supervisor's directive and/or blatant or repeated violations of this policy will subject the employee to disciplinary action up to and including dismissal.

Legal references: G.S. 115C-36, -47

Adopted: January 9, 2007

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