EMPLOYEE DRESS CODE

All employees should subscribe to and follow a dress code that exceeds that of students. The general philosophy is that District Employees are professionals and role models and should dress the part.

North East Independent School District Board Policy DH (Local) addresses the issue of dress and grooming by district employees. The policy states:

“The dress and grooming of district employees shall be clean, neat, in a manner appropriate for their assignments, and in accordance with any additional standards established by their supervisors and approved by the superintendent.”

The following specific rules are to be followed by all employees in the North East Independent School District:

1. Hair must be neat and clean. Unconventional hairstyles that are considered to be distracting and/or disruptive by campus administration or department supervisor to the educational environment are prohibited.
2. Halter tops, exposed midriffs, strapless and/or low cut tops, exposed backs, spaghetti straps, see-through clothing, and tanks with oversized armholes are not permitted. Undergarments shall not be visible or exposed.
3. Clothing or accessories with inappropriate advertising or statements that are offensive or inflammatory are prohibited. This prohibition includes, but not limited to, alcoholic beverages, profanity, sex, tobacco, drugs, gangs, guns, and other weapons, excessively violent or gory imagery, and the promotion of violence.
4. Lanyards with inappropriate advertising, pictures, symbols or statements that are offensive or inflammatory are prohibited. This prohibition includes, but not limited to, alcoholic beverages, profanity, sex, tobacco, drugs, gangs, guns and other weapons, excessively violent or gory imagery, and the promotion of violence. Lanyards may be prohibited at the discretion of the campus principal or department supervisor.
5. Appropriate footwear is required and must meet safety standards for your assignment.
6. Pants shall be worn securely at the waist. Sagging is prohibited. Excessively worn, torn, frayed, over-sized or long clothing is not permitted. Undergarments shall not be visible or exposed.
7. Dresses, skirts, skorts and split-skirts will be permitted provided that they are neatly hemmed, conservative, and modest in length. Campus administration and department supervisors will determine appropriate length. Excessively high slits in skirts and tight spandex will not be permitted.
8. Visible body piercings and other similar ornaments that are distracting and / or unsafe are prohibited.
9. Visible tattoos and similar body painting(s) that promote violence or reflect gang activity are prohibited. Visible tattoos and similar body painting(s) that are considered offensive, inflammatory or disruptive to the learning environment are prohibited.
10. Hats or hoods on hooded sweatshirts, shirts and jackets may not be worn during instructional, passing periods, or while in the building. Hats, caps, or other head apparel with inappropriate advertising, pictures, symbols or statements that are offensive or inflammatory are prohibited. This prohibition includes, but is not limited to, alcoholic beverages, profanity, sex, tobacco, drugs, gangs, guns and other weapons, excessively violent or gory imagery, and the promotion of violence.
11. Costumes of any type are prohibited without prior campus administration or department supervisor approval.

A review of dress and grooming policies will be made periodically and changes will be made as needed. While it is inevitable that there will be differences of opinion as to the appropriateness of dress and grooming, the final determination is in the judgment of the building principal or department supervisor. An employee who does not comply with this dress code may jeopardize his or her job.

Equal Opportunity Employer