

# POLICY

## BOARD OF EDUCATION MORRIS-UNION JOINTURE COMMISSION

SUPPORT STAFF MEMBERS  
4216/page 1 of 2  
Dress Code

### 4216 DRESS CODE

The Board is cognizant of the rights of employees to express their individuality through their attire. The Board also recognizes the value of appropriate dress which is conducive to a dignified environment for learning and the fostering of respect and discipline in the educational setting. Consequently, the Board expects all employees to use professional judgment and discretion in their grooming and dress.

Employees shall be neatly groomed and dressed in clothing suitable for the work being performed, or the occasion. Individuals who work in the Transportation Department shall adhere to the uniform policy. Jackets, shirts, and hats must be worn as prescribed so that the employee is clearly recognized as a Morris-Union Jointure Commission employee.

The Board retains the authority to specify the following dress and grooming guidelines for employees within law that will prevent such matters from having an adverse impact on the educational process. All employees shall, when assigned to district duty:

1. Be physically clean, neat and well groomed;
2. Dress in a manner reflecting their assignments, properly attired with supplied uniforms;
3. Dress in a manner that does not cause damage to district property; and
4. Dress and be groomed in such a way so as not to cause a distraction, health or safety hazard or interference with the instructional program.

Attire which is not acceptable when an employee is assigned to duty anywhere in the district or off campus includes, but is not limited to:

1. Torn, ripped, or dirty clothing;
2. Spandex pants, spandex tops, or other attire which is distracting;
3. Jewelry or accessories which could be a distraction or pose a danger to staff or students including long chains, large hoop earrings, or long dangling earrings;



# POLICY

BOARD OF EDUCATION  
MORRIS-UNION  
JOINTURE COMMISSION

TEACHING STAFF MEMBERS  
4216/page 2 of 2  
Dress Code

4. Tank tops; undershirts, when worn without an outer shirt covering the undershirt, and midriff or other tops that do not cover the abdominal area;
5. Low rise pants;
6. Sandals, open-toed shoes, footwear with heels higher than 1½ inch, and any other footwear that may endanger the employee;
7. Flip flops;
8. Blue denim attire (i.e. jeans, shorts, skirts, jumpers, etc) except by administrative approval;
9. Sweatpants;
10. "Bleached or spotted" clothing;
11. Hats or other attire for the head when worn indoors;
12. Sunglasses inside the building; and
13. Any clothing having sexually provocative, sexually explicit, obscene, vulgar or profane words or renderings.

If an employee feels that an exception to this policy would enable him/her to carry out assigned duties more effectively, or if an employee desires an exception to this policy on religious grounds, a written request shall be made to the assigned administrator, whose decision shall be final.

The assigned administrator shall determine whether a violation of this dress code has occurred and shall discuss the violation with the teaching staff member concerned. Where a single violation so warrants or violations reoccur, the assigned administrator will document the infraction and report it to the Superintendent or designee.

N.J.S.A. 18A:11-1; 18A:27-4

Adopted: July 11, 2002

