

# CLARK COUNTY SCHOOL DISTRICT REGULATION

R-4280

## DRESS AND GROOMING: ALL EMPLOYEES

### I. Community Standards

The Clark County School District reserves the right to insist that the dress and grooming of employees are within the limits of generally accepted community and professional standards.

### II. Educational Environment

Employee dress and appearance play a vital part in the projection of a professional image. This professional image contributes to the establishment of a positive learning environment; enhances administrator, teacher, and support staff effectiveness in working with students; allows the employee to model for students appropriate dress and appearance in the work place; and enhances the professional image of school personnel within the community at large.

### III. Responsibility

The site or department administrator will ensure that employees who are supervised by that administrator meet the standards.

### IV. Attire and Grooming Standards

A. The following are not considered to be appropriate attire:

1. Jeans with tears or ragged edges, spandex/lycra as an outer garment or similar tight outfits, shorts, tank or crop tops, provocative, muscle or collarless t-shirts, sweat suits, warm-ups, skirts more than four inches above the knee; and
2. Slippers, house shoes, work boots, thongs, and other similar foot apparel.

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

CCSD does not discriminate against any person on the basis of race, creed/religion, color, national or ethnic origin, hair textures, protective hairstyle (to include without limitation, hairstyles, such as natural hairstyles, afros, bantu knots, curls, braids, locks, and twists).

1. Employees shall keep their hair groomed. Without limitation protective hairstyles such as natural hairstyles, hair textures, afros, bantu knots, curls, braids, locks, and twists are protected under the law. Beards and mustaches shall be groomed;
2. 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. Hats are not to be worn inside the work site building.

C. Exceptions

Facilities maintenance personnel may wear protective boots and hats while working in District facilities. In addition, the following exceptions may be designated for special events or circumstances only, as approved by the principal or designated site administrator:

1. Shorts (no more than four inches above the knee) and costumes (in good taste and not revealing nor provocative); and
2. Attire appropriate to a special work or instructional assignment such as, but not limited to, facilities or maintenance assignments, and physical education and vocational classes.

Review Responsibility:	Human Resources Division
Adopted:	[9/25/97]
Revised	(9/24/98; 6/09/22)
Pol Gov Rev	6/28/01