

OPER 4010: FACULTY AND EMPLOYEE DRESS

Effective Date: November 2, 2017

Reference: G.S. 115C-308

Purpose: To establish a professional image standard which promotes safe and orderly schools. All ESDB employees represent the NC Department of Public Instruction therefore professional appearance is expected to support a positive educational environment. To facilitate the valued public's perception of our roles as mentors and models for students, the following dress guidelines will apply to all ESDB employees.

Dress should be:

- Reflective of an employee's position as a role model when representing ESDB.
- Conducive to the employees' tasks and/or environment.
- Clothing and apparel that is clean, modest, and safe.

Guidelines

The guidelines contained herein are ESDB's minimum guidelines, and not an exclusive list. When addressing professional dress expectations, the School Director has the decision-making authority on his/her campus.

Examples of Unprofessional Dress

Rubber flip flops, thong shoes or open toed shoes where exposure could present a safety hazard. Clothes and accessories, tattoos, jewelry/piercings, hair colors (extreme colors), etc., that are offensive and/or distracting to the learning environment.

Facial piercings, tongue piercings, excessive earrings.

Hats, bandanas – Hats may be worn on outside duty for sun coverage.

Examples of Modest and Professional Dress

No visible cleavage.

No visible undergarments.

Clothes worn too tight, too loose, or transparent.

No bare midriffs.

Skirts should be the appropriate length (no more than three inches above the knee) to allow for standing or sitting in public.

No bare shoulders (strapless, spaghetti straps or tops with straps less than 2 inches wide) unless worn under jacket, blouse; dress or sweater). However, sleeveless blouses that meet all the other criteria within this regulation may be acceptable.

Exercise pants, sweatpants, sweat shirts, shorts, or other athletic clothing should not be worn unless teaching Physical Education, or engaging or coaching in athletic events.

Denim jeans would not normally be considered standard professional attire, however, there are occasions/tasks where these would be deemed appropriate (i.e., fundraising, field trips, safety). Each school may designate specific activities and/or assign a specific day for casual wear, when denim jeans are appropriate.

No shorts. Capri pants are acceptable.

Employees whose department provides and assigns uniforms for workplace wear are expected to follow department requirements.