

Staff Attire & Accessories

Purpose

The School Corporation seeks to maintain instructional neutrality and avoid the appearance of School Corporation endorsement of political causes. This policy establishes content-neutral limits on political cause promotion through staff attire and accessories when employees are acting in an official capacity or interacting with students.

General Rule

The School Corporation expects all staff to maintain a neat, clean, and appropriate appearance consistent with community standards. Attire and accessories should reflect pride in the District's schools and support a focused learning environment. Attire and accessories shall not advocate/promote for or against a political cause.

“Political cause” promotion means advocacy intended to persuade others to support or oppose: (i) a political party, candidate, or campaign; (ii) a ballot measure; or (iii) a public policy or political movement.

Scope

This policy applies to all certified and classified staff during the instructional day and at school-sponsored events.

1. General Expectations

- Staff should dress appropriately for their assignment.
- Clothing must be clean, modest, and in good repair.
- Footwear should be safe and suitable for supervising students and performing assigned duties.
- Hats or hoods are not to be worn indoors except for approved medical or religious reasons or designated spirit days.

2. Acceptable Attire

Appropriate examples:

- Slacks, khakis, or similar casual-professional pants
- Jeans in good condition when approved by the building administrator or designated as “jeans day”

- Polo shirts, sweaters, or other appropriate tops including those with any North Posey logo
- Coordinated layers such as vests, jackets, or cardigans

Not appropriate:

- Sweatpants, or leggings worn as pants (unless approved for specific assignments)
- Clothing with political cause slogans, large logos, or political cause messages (see Section 4)
- Tops with spaghetti straps or low-cut designs
- Clothing that is excessively tight, sheer, or revealing
- Flip-flops or excessively casual footwear (unless approved for special events)

3. Jewelry, Accessories, and Piercings

- Jewelry should be simple, modest, and appropriate for a school setting.
- Visible body piercings should be small, unobtrusive, and approved by the principal or supervisor.
- Accessories such as pins, bracelets, or necklaces must not:
 - Contain or imply political cause promotion
 - Display slogans or imagery that may distract from the educational environment
 - Present a safety risk

4. Prohibited Messages and Symbols

Clothing, jewelry, or accessories may not display or reference:

- Political parties, candidates, or campaigns
- Political movements or public policy movements
- Profane, obscene, or suggestive language or imagery
- Messages that could disrupt the educational environment

5. Religious Attire or Symbols

The district will reasonably accommodate staff religious practices, including the wearing of religious attire or symbols, unless doing so would create undue hardship or disrupt the educational environment, in accordance with federal and state law.

6. Guiding Principle

Staff appearance should reflect respect for the educational environment, the community, and the professional role of school employees. Maintaining neutrality in political cause expression helps ensure schools remain welcoming and focused on student learning. Staff are expected to be mindful of the expectations outlined in **Board Policy 3310** when making decisions regarding attire and personal presentation.