

The District recognizes the right of employees to free expression through choices in dress and grooming.

The District also recognizes the need to provide for the health and safety of employees as well as students.

Therefore, the District establishes the following guidelines:

1. Dress and grooming shall be clean and in keeping with health, sanitary and safety practices;
 2. Dress and grooming shall not constitute a threat to the health and safety of the employee, coworkers and/or students;
 3. Dress and grooming shall not be such as to disrupt the effective performance of job responsibilities.
 4. As of July 1, 2011, district employees shall be permitted to wear religious clothing while performing official duties, except when doing so would hinder the legal obligation of the District to:
 - a) Maintain religious neutrality in the educational environment; or
 - b) Refrain from endorsing religion.
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Legal Reference:

HB 3686 Enrolled (2010; Chapter 105, Oregon Laws 2010 Special Session, Section 1(5))

Reviewed: 1/31/11, 3/7/11

Approved: 3/28/11