



## Employee Dress Code

Gonzales ISD employees shall be the example of professional appearance by displaying the utmost standards of dress, hygiene and grooming. The dress standards contribute toward promoting a professional image, helping to establish and maintain respect and credibility. The following guidelines shall be considered the minimum expectations.

In addition to being neat, clean and well-groomed, all clothing and body ornamentation must be free of any printed material advertising tobacco, alcohol products or may be offensive. Offensive is defined as obscene, indecent, sexually explicit, advocates or symbolizes sexual acts or conduct, associated with an extremist group, gang affiliation or activity, or advocates prejudice or discrimination based on race, color, national origin, ethnicity, religion, gender, sexual orientation, or age.

### General Guidelines:

District employees shall be expected to dress in a neat and professional manner appropriate for their job assignment. Please refer to the standards listed below for specific expectations.

- Clothes that resemble lingerie including but not limited to spaghetti straps, halters, see-through fabric, revealing necklines, bare backs/midriff and tank tops are not permitted.
- Clothing with pictures/slogans endorsing tobacco, alcohol or any illegal substance are unacceptable.
- No hats or caps worn inside the building.
- Hair shall be clean and groomed neatly.
- Facial hair shall be neatly trimmed.
- No shower shoe type flip-flops/slippers. Dress sandals are permitted.
- Dresses/skirts shall be no shorter than mid-thigh length.
- Spandex, leggings, and tights or other tight clothing shall not be worn as pants unless under a dress (knee length or no more than 3 inches above the knee) as hosiery.
- Shorts are not appropriate with the exception of Dress or Capri pants. Shorts may be allowed during the summer months with supervisors' approval.
- Warm-ups, exercise clothes shall not be worn unless it meets the job assignment requirement. Special days designated by the principal are appropriate.
- Denim jeans are allowed without holes for campus staff. Central Office Staff and Campus Administrative Staff are permitted to wear jeans without holes on Friday's. Some exemptions may apply.
- Male shirts should have a collar unless campus spirit or Apache wear.
- No visible piercings are permitted with the exception of the ears and a single nose piercing of a small stud. Ear gauges are not permitted.



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- Body ornamentation, including but not limited to tattoos, branding, and subdermal implants are prohibited on the face, head and neck. Exposed body ornamentation may not be offensive.

### **Exceptions:**

- Physical Education staff may wear attire approved by the administration to meet the needs of their job assignment during the physical education class. During all other class, the aforementioned dress code must be followed.
- Employees in CTE, industrial or special education classes and campus/hall monitors may wear clothing and shoes deemed necessary for the safety of the employee.
- Auxiliary employees in maintenance, custodial, transportation, food service and other positions shall comply with the guidelines specified by their supervisors as set in their handbooks for their departments.
- Other exceptions related to religious beliefs or medical need as determined by administration.