

### PHILOSOPHY

Each employee of the Iberia Parish School Board is expected to give proper attention to his/her personal appearance as required by work responsibilities. Iberia Parish Schools constitutes one of the largest businesses in the parish and the image projected by its employees is an important influence on the degree of public support it receives. An appropriately dressed employee is seen as a more suitable role model. Personal appearance also has direct bearing on the teaching authority, confidence, and self-esteem of teachers, administrators, and staff. Appropriate dress influences the way staff interacts with students and positively affects the general learning environment.

Each employee of the Iberia Parish School Board will contribute to the formation of a positive, professional public image by maintaining high standards of personal appearance through appropriate dress and grooming regardless of job category.

### GUIDELINES

1. Dresses, skirts, and split skirts must be no shorter than the top of the kneecap.
2. Pants must be worn below the knee. Some examples of inappropriate pants are shorts/walking shorts, leggings, stirrup pants, warm-up pants, jogging pants, lounging pants, scrubs, wind suits and skimmers.
3. See-through, tight fitting, low-cut, or revealing blouses/shirts, dresses and pants are not allowed. Some examples of inappropriate clothing are tank tops, muscle shirts, spaghetti straps, halter-tops, tattered/frayed/worn clothing.
4. Male employees must wear shirts that are tucked into the pants with a belt. No t-shirts are allowed. Neckties for men are strongly encouraged.
5. The only allowable piercing jewelry shall be earrings worn on the ear by female employees. Male employees may not wear earrings or piercing jewelry.
6. Tattoos may not be visible.
7. Appropriate professional footwear is required. Some examples of inappropriate footwear are tennis shoes, sneaker-like shoes, croc-type shoes, and flip-flops. Male employee must wear socks.
8. Jean pants/trousers of any color are not allowed (maintenance workers, janitors, and bus drivers are excluded).
9. Teachers of physical education, industrial arts, vocational agriculture, medical personnel (scrubs in a plain, solid color only are permitted), and non-clerical support staff will be required to dress appropriately according to their job description. Physical education teachers may not wear shorts in a classroom setting when teaching subjects other than P.E.
10. Distracting hair color and/or styles are not allowed. Facial hair of male employees must be neatly trimmed or clean shaven.
11. Deviations from the dress code for special events may be made with the permission of the principal/administrator.
12. Any deviations from the footwear policy require a quarterly doctor's excuse with a specific description of the footwear.

It is the responsibility of the principal or supervisor to be aware of inappropriate dress and to enforce appropriate dress and grooming expectations with those employees who may require guidance.

(Revised July 2002, July 2003, June 2008)