

POLICY
RI SCHOOL FOR THE DEAF
BOARD OF TRUSTEES

STAFF DRESS AND GROOMING

Guiding Principle

The Rhode Island school for the Deaf believes that adhering to the following dress code is critical for creating and maintaining a safe, secure, positive school climate and culture, which supports academic achievement, increases school engagement, respects the rights of all individuals and groups, and purposefully builds community.

Purpose

The following is intended to guide Staff in choosing clothing that is safe and appropriate to wear in school.

Policy

Staff are expected to observe basic standards of cleanliness, modesty and good grooming. The following articles of clothing shall not be worn in school:

1. Clothing that is of an overly revealing or distracting fashion is not acceptable.
 - Abbreviated tops: halter, tube, tank, those that expose the midriff and cannot be tucked in are not appropriate work attire. Clothing of an overly revealing or distracting fashion is not acceptable. No “Bs” should be exposed during the work day. This includes backs, buttocks, bellies, breasts, boxers, briefs, bras, or bathing suits.
 - Low riding pants or jeans which display underwear and the wearing of excessively revealing shorts or skirts are not permitted. Shorts and skirts shall be below fingertips when the arm is at rest at his/her side and shorts may only be worn during the first and fourth quarters of school only.
 - Exposed beach wear, hoodies, hats, cut off shirts, undershirts, exposed undergarments, and muscle shirts are not permitted.
 - Pajamas and slippers are not permitted except during certain “Spirit Week” activities
 - Minimum strap width is 1". Thinner “Spaghetti Straps” are not permitted.
2. Clothing or hair styles that may be a health or safety hazard are not to be worn.
 - This would include loose or highly flammable clothing or unrestrained hair styles in laboratories, around machinery, or in areas where a fire/safety hazard may exist.
3. Clothing which causes excessive wear or damage to school or personal property will not be allowed.
 - Such clothing includes metal taps, wheels, or cleats on shoes, or large metal studs on clothing.

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STAFF DRESS AND GROOMING

4. Clothing, tattoos, insignia buttons, jewelry, or any other apparel which advocates, advertises, or flaunts the use of tobacco or alcohol products, drugs, or contains obscene, questionable or suggestive printing or depict, in any form, acts of violence will not be visible..
5. Outdoor clothing:
 - Including hats, caps, visors, bandanas, hoods and other forms of outdoor headgear may not be worn. Caps and visors may be worn on special occasions as designated by the building principal.
 - Coats will not be allowed in school except for medical reasons. An administrator may waive this provision when classrooms are too cold for comfort.
 - Coats, jackets and headwear are to remain in lockers during the school day.
6. Appropriate and safe footwear must be worn. Wheeled shoes are not considered safe.
7. Sunglasses will not be worn in school, unless required for certified medical reasons.
8. The following may not be worn in school at any time:
 - Dog collars, chokers, chains around one's neck with links exceeding ¼”;
 - Chains to secure wallets or other items to one's clothing or person or chains attached to one's clothing;
 - Wrist bands, neck collars, or clothing with spikes of any type.
9. Staff participating in physical education shall be allowed to wear any color of shorts or sweatpants and T-shirt without penalty.
10. Scarves and/or hats for religious or medical purposes are accepted and respected.
11. Staff shall refrain from wearing any other item of clothing or jewelry that is likely to be disruptive of a proper educational environment.

Approved 10/4/11

Added: 12/7/13

Facial jewelry, tongue jewelry, and/or bold flashy jewelry that distracts or interferes with the clarity of communication with deaf and hard of hearing children is inappropriate for use during work hours for those with direct signing contact with students.

It is also recommended that staff with direct teaching responsibilities take care in selecting clothing to be worn while teaching to ensure that very busy patterns and plaids do not provide poor contrast with hands, thereby making signing unclear or to the students.

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Staff may wear shorts that maintain the wearer's professional appearance during very hot weather, summer ESY programs, and/or for outdoor activities such as Field Day.