

Adopted: 9-14-2020
Revised: _____

Policy 431
Orig. 2020

431 DRESS CODE AND APPEARANCE

I. PURPOSE

The purpose of this policy is to provide guidelines related to appropriate dress when acting as a representative of Brainerd Public Schools.

II. GENERAL STATEMENT OF POLICY

- A. A neat and professional appearance is expected of all employees and representatives of Brainerd Public Schools. Clothing, accessories and body art must not contain visible material that:
 - a. Is obscene;
 - b. Is libelous or slanderous;
 - c. Advertises or promotes any product or service that is illegal for minors;
 - d. Encourages individuals to commit illegal acts, violate school district or school policies, rules, and regulations.
 - e. Expresses or advocates any form of discrimination, harassment, or violence because of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, familial status, disability, sexual orientation, age, or political affiliation;
 - f. Expresses political views, endorses a political candidate or in any way promotes a candidate or ballot action; and/or
 - g. Substantially disrupts the orderly operations of a school or school activities.
- B. Clothing, accessories, and body art must be free of anything that may cause a safety hazard.
- C. Clothing must not be low cut or create exposure when bending over or sitting on the floor
- D. Brainerd Public Schools recognizes the importance of sincerely-held religious beliefs to persons within its workforce. Brainerd Public Schools will reasonably accommodate a staff member's religious beliefs in terms of workplace attire unless the accommodation creates an undue hardship or becomes a safety concern. Employees requesting a workplace attire accommodation based on religious beliefs are referred to the Human Resources Department.