



# JIM HOGG COUNTY

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## INDEPENDENT SCHOOL DISTRICT

### **Employee Dress Code 2022-2023**

It is expected that all staff members promote a professional profile of JHCISD that exceeds and fortifies the expectations established for our students. Exceptions to this guideline may be made for certain teacher workdays or for individual situations in which a particular instructional course or activity requires appropriate attire. Immediate supervisors have the discretion to determine the appropriateness of attire and grooming.

Attire shall meet the following criteria:

- Denim (various colors included): pants, jeans, capris and crop pants may be worn on College Shirt Day (Wednesday) and Spirit Shirt Day (Friday), teacher workdays or on days designated by the Principal/Supervisor (e.g. campus field day), as approved by the Superintendent or designee. When denims are designated, they must be clean and neat (no frayed/holes, no extremely faded or worn out denim). Revealing low-rise pants are not allowed.
- Denims are permitted for staff assigned to vocational classes such as agriculture and welding.
- Physical Education instructor and other employees assigned to specialized courses may choose to wear appropriate attire to include appropriate length of shorts, approved by the administration, during that specific instructional period only. Leggings may be worn only in PE classes with appropriate shorts.
- Necklines and slits on skirts/dresses must be modest and not revealing. Dresses and skirts must be no more than 2 inches above the knee.
- Tattoos may not be exposed and should be covered at all times. Jewelry/expanders should not be worn in a visible pierced area other than the ear.
- Blouses and shirts must have sleeves and must cover the midriff and lower back (this includes when reaching or bending). Halters, tank tops, spaghetti straps, muscle shirts, see through garments, and/or revealing, provocative attire is not allowed unless a blouse is worn over.
- Clothing with symbols, inappropriate language, phrases or slogans advertising tobacco, alcohol products, controlled substances or political advertisements is not allowed.
- No hats or caps shall be worn inside the building except as required by specific assignments/specific events.
- Capri/crop pants may be worn.
- Tight, revealing, or sheer clothing is not allowed at any time.
- Shorts, leggings, jeggings, warm-ups, wind suits, spandex, or similar tight pants, exercise clothes or any garment that may appear to be an undergarment are not allowed.
- Flip flops, slippers and house shoes are not allowed.
- Dressy embellished sandals may be worn.
- Tennis shoes must be clean and in good condition.
- Facial hair is allowed but must be kept neat and groomed.
- No denim day fundraisers will be allowed.