

3216 DRESS AND GROOMING

The Township of Union Board of Education expects all staff members to be neatly groomed and dressed in clothing suitable for the subject of instruction, the work being performed, or the occasion.

The personal life of an employee is not an appropriate concern of the Board except as it may directly prevent the employee from performing his/her properly assigned functions during the work day or affect his/her professional relationship with students.

Professional Staff Dress and Grooming

The Board of Education is charged with the responsibility of educating students; it also must set an example for those students. Certainly, proper dress in the workplace should be an integral part of a student's education.

All employees are required to dress in a professional manner. The following attire is acceptable in the workplace:

1. Female personnel:
 - a. Dresses;
 - b. Skirts with blouses and/or sweaters;
 - c. Suits (skirts/pants);
 - d. Slacks with blouses and/or sweaters;
 - e. Leggings with appropriate length tunic tops;
 - f. Camis worn under low cut tops and dresses;
 - g. Bermuda shorts;
 - h. [Jeans on Friday \(no holes\).](#)
2. Male personnel:
 - a. Suits with shirt; with or without tie;
 - b. Casual suits with or without tie;
 - c. Slacks with or without jacket or sweater;
 - d. Slacks with turtleneck shirt/sweater and/or jacket;

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- e. Polo shirts;
 - f. Jeans on Friday (no holes).
3. The following attire is unacceptable in the workplace:
- a. Sneakers/tennis shoes/slippers;
 - ~~b. Jeans;~~
 - ~~be.~~ Sweat/jogging suits;
 - ~~cd.~~ Mini skirts/dresses (thigh high);
 - ~~de.~~ Spandex pants and/or leggings worn without appropriate length tunic tops;
 - ~~ef.~~ Shorts;
 - ~~fg.~~ Bare halters;
 - ~~gh.~~ Tube tops;
 - ~~hi.~~ Midriff tops;
 - ~~ij.~~ Muscle shirts (tight collarless shirts) and/or undershirts;
 - ~~jk.~~ Maxi dress with low cut top;
 - ~~kl.~~ Graphic T-shirts;
 - ~~lm.~~ Other similar attire;
 - ~~mn.~~ Flip flops.
- Those employees required to wear uniforms must wear them during their work day.
- Physical education teachers are exempt from 3. a., c., and f. above.
4. The attire for all employees is expected to be clean and neat.
5. When appropriate, the Superintendent may relax the dress code (i.e., inclement weather, excessive temperatures, etc.).

When appropriate, the Building Principal may relax the dress code for individual members of the faculty (i.e., field trips, unique school activities, etc.).

N.J.S.A. 18A:27-4

Adopted: 14 September 2021

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