

**WINNER SCHOOL DISTRICT 59-2
OFFICIAL SCHOOL BOARD POLICY**



EMPLOYEE DRESS CODE

Rationale

All employees of the Winner School District are expected to adhere to standards of dress and appearance that are compatible with an effective learning environment when on school grounds in the performance of their duties. Employees have the responsibility to choose their attire and to arrange their personal appearance in a manner that is safe, healthy, not offensive, and conducive to the educational process. Sensitivity and awareness of the impact and implications of one's behavior, including choice in dress, are essential skills that students need to learn, and employees play an integral role in this process by demonstrating appropriate choices in dress and appearance. The employee dress code is intended to foster a positive school climate of respect for self and others, reduce the occurrence of discipline problems, avoid the disruptions that inevitably occur when inappropriate clothing is worn, and maintain safety and order in the school so that effective teaching and learning can take place.

Administrators shall exercise appropriate discretion and common sense in implementing this policy, including making reasonable accommodations on the basis of an employee's sincerely-held religious beliefs or medical conditions. Individual schools (i.e., elementary, middle or high school) may maintain written guidelines in addition to those above to assist employees in determining appropriate dress, copies of which shall be made available to all covered employees if implemented. All such guidelines are subject to the review of the Superintendent and the Board of Education.

It is the expectation of the Board of Education that all Winner School District employees will dress professionally and appropriately relative to their specific job duties and responsibilities. The Board anticipates that employees will voluntarily respect and adhere to the guidelines for employee dress and appearance established pursuant to this Policy. The overriding principle is that all employees, while on duty, are representatives of the Winner School District.

Dress Code

The employee dress code shall apply to all employees during the normal school day and at all times when the employee is in contact with students or parents in the performance of the employee's duties. Exceptions for legitimate reasons, such as genuine medical conditions or sincerely-held religious beliefs and practices, as well as for specialized activities, will be considered and may be granted by the building principal on a case-by-case basis. Professional teaching staff is reminded that they are considered professional employees and should dress in a manner appropriate to the standards of their profession.

**WINNER SCHOOL DISTRICT 59-2
OFFICIAL SCHOOL BOARD POLICY**



Employees shall comply with all of the minimum standards and requirements set forth in the Student Dress adopted by the Board of Education. Employees shall also comply with any established written guidelines that have been implemented for the building where they perform duties. Cleanliness, neatness and professionalism are the primary guidewords for the employees' dress and appearance.

Legal Authority: SDCL § 13-8-39

Tinker v. Des Moines Indep. Community School Dist.,
393 US 503, 506 (1969)

Hazelwood School Dist. v. Kuhlmeier,
484 US 260, 266 (1988)

West Central Education Association vs. West Central
School District 49-4, 2002 SD 163, 655 NW2d 916

Anderson v. Milbank School District 25-4,
2000 DSD 49 (Federal District Court,
DISTRICT OF SOUTH DAKOTA, 2000)