

**SUBJECT:**                    **EMPLOYEE DRESS CODE**

**Supersedes:**

January 8, 2009

**Effective:**

**Page:**

1 of 4

**Approved by:**

Detroit Board of Education

## **1.0 Policy**

It is the policy of the Detroit Public Schools to provide students with an educational environment that is conducive to learning. To this end, the Board of Education shall develop policies and procedures that ensure the safety and integrity of educational settings that are free from distractions to the learning process. Commencing with the 2006-2007 school year, the Detroit Public Schools shall institute an employee dress code policy for all district employees.

Employees are expected to dress in good taste and be well-groomed according to community standards for a professional employee. Cleanliness of self and attire, neatness, and attractive grooming are stressed and expected. Employees should always dress in a manner that in such a way will encourage students to equally uphold the student dress policy. Additionally, employees occupying positions with uniform requirements shall follow directives and procedures as may be required.

Principals and/or work site supervisors shall have the responsibility to establish and uphold community standards in prescribing the employee dress code. Principals and work site supervisors have the responsibility to communicate the standards to employees.

## **2.0 Issuance of Administrative Regulations/Standard Operating Procedures**

The General Superintendent shall develop administrative regulations and/or standard operating procedures to implement this policy.

## **3.0 Failure to Comply**

If employees refuse to follow the established employee dress code, principals or work site supervisors should first speak with the employee about the concern, explaining the value and need to maintain high standards and to provide positive examples to students. If, after such conversation, the employee refuses to maintain dress and grooming standards, the principal or work site supervisor may consider the disciplinary policy to assist in correcting the problem.

If there is some reason an employee feels he/she is not deserving of the principal's interpretation of the community standards for dress for a professional, he/she may bring

to the General Superintendent justification of why the employee fees a different interpretation fits his/her situation.

Failure to comply with this policy or the corresponding regulations and/or procedures may result in a recommendation to the General Superintendent for appropriate disciplinary action.

#### **4.0 Exceptions**

If any provision of this policy conflicts with an express provision(s) of a collective bargaining agreement, letter of agreement or letter of understanding, the latter shall supersede this policy only to the extent necessary to comply with contractual obligations. Any other exceptions to this policy must be approved by the Principal, work site supervisor or the General Superintendent.

**Attachments to Policy 7.61:** None

**See also:** *Detroit Public Schools Employee Work Rules #19*

**Legal References:** MCLA § 380.401a MCLA § 380.11a(3)(b)

**Labor Contract References:** Teacher Appearance/Letter of Understanding between the School District of the City of Detroit and Detroit Federation of Teachers dated October 28, 1999.

**DETROIT PUBLIC SCHOOLS  
ADMINISTRATIVE REGULATION**

**EMPLOYEE DRESS CODE**

**This Administrative Regulation implements Detroit Public Schools Policy \_\_\_\_\_ --  
Employee Dress Code**

- **TO BE DEVELOPED BY THE SUPERINTENDENT**

**Document: DPS Policy 5.\_\_\_\_\_ and Administrative Regulation 5.\_\_\_\_\_ --  
Student Dress Code, May 2006**

**Approved by:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
**President Board of Education**

**Approved by:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
**Superintendent**