

<p align="center">NORTH PROVIDENCE PUBLIC SCHOOLS DEPARTMENT EMPLOYEE DRESS CODE POLICY</p>	<p align="center">Approved: 4/26/2017 Updated: 3/27/2024</p>

Policy

~~Employees are expected to be dressed professionally to maintain a safe and effective school climate conducive to teaching and learning.~~ The North Providence School Committee believes in a learning environment that fosters respect, professionalism, and a positive atmosphere for both staff and students. State law recognizes that our certified staff must cultivate principles of morality and virtue in our students. When school staff members dress professionally, it sets a tone of seriousness and respect within the District. This creates a more professional learning environment for students, fostering a sense of focus and achievement, and allowing them to see their teachers and other employees as role models who prioritize education.

North Providence Public Schools (hereafter the “District”) requires all employees to maintain a professional appearance that is appropriate for the workplace setting and for the work being performed, whether working on District grounds or working in the community.

Attire that interferes with, or detracts from the educational process is not allowed. This dress code policy outlines expectations for all school district employees to ensure a professional appearance that aligns with the educational mission of our district.

Purpose

District School employees serve as role models and mentors for our students and are required to dress in professional attire that is clean, well-maintained, and in good condition ~~wear clothes that maintain a professional and appropriate appearance~~ at all times.

Employees should recognize that modeling appropriate workplace attire is critical to students understanding that their future employment opportunities can only be enhanced by presenting themselves in a proper and appropriate environment in their post high school life.

The following not exhaustive list outlines acceptable and unacceptable attire. Employees must demonstrate sound judgment in adhering to the principles within.

Acceptable Attire

Unacceptable Attire

<ul style="list-style-type: none"> ● Accessories/attire that convey professionalism and/or promotes the District/school brand ● Suits, sport coats, or dresses ● Polos ● Skirts [knee length] ● Suit attire [collared shirts, dress pants, dress shoes, jackets, ties] ● Sweaters ● Well-tailored chinos [as appropriate for the environment and/or job duties and responsibilities] ● Well-tailored jeans [no rips/tears/holes] ● General business casual attire 	<ul style="list-style-type: none"> ● Cropped shirts / halter tops / tank tops ● Exercise wear [spandex, sweatpants, yoga pants, etc.]* ● Flip flops ● Shorts [other than well-tailored chinos] ● Attire that displays graphics/writing that does not convey professionalism including but not limited to: <ul style="list-style-type: none"> ○ attire that is sexually suggestive or provocative; ○ promotes alcohol, tobacco or drug usage; promotes violence, profanity, or any illegal activity; ○ is disrespectful of the teaching environment; ○ is not conducive to the cultivation of morality, civility, and virtue in our student body
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*Employees who work in athletic-related positions (e.g., physical education teachers or coaches) may wear athletic-type attire such as jogging suits, sweat suits and warm-up suits, provided such attire is clean, well-maintained, and in good condition.

~~Building Administrator may allow dress down days for special school events, field trips and fundraising activities. Decisions regarding compliance with the dress code is the responsibility of the~~

Dress down days are prohibited, however, the District permits designated days for staff to:

- wear a particular color to represent a cause/charity; or
- wear school brands to raise awareness and foster an inclusive, positive and coherent school community.

Such days must be pre-approved by the Building Principal and District Administration Office. Building Administrator **s are authorized to use their discretion in determining whether employees**

are dressed appropriately for the day and may direct an employee to leave District premises until properly dressed. Employees who do not comply with the dress code policy will be subject to due process disciplinary action(s).

North Providence ~~Public Schools Department~~ **Public Schools Department** does not discriminate on the basis of race, color, religion, ancestral origin, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law. **Requests for accommodations will be considered in accordance with applicable laws** ~~Individuals with disabilities may contact the Superintendent's office to request reasonable accommodation to participate in a program or activity sponsored by the North Providence School Department~~

Approved: 4/26/2017

Updated: Addition of Non-Discrimination Disclaimer: 3/8/2022

Updated: 3/27/2024