

EMPLOYEE CONDUCT AND APPEARANCE

Employees are role models for the students who come in contact with them during and after school hours. The board recognizes the positive effect employees can have on students in this capacity. To this end, the board strongly suggests and encourages employees to dress themselves, groom themselves and conduct themselves in a manner appropriate to the educational environment.

Employees will conduct themselves in a professional manner. Employees will dress in attire appropriate for their position. Clothing should be neat, clean, and in good taste. Discretion and common sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.

Licensed employees of the school district, including administrators, will follow the code of ethics for their profession as established by the Iowa Board of Educational Examiners.

It shall be the responsibility of the building principals to counsel employees assigned to their facility on appearance and conduct when the individual appearance may have a negative impact on the learning environment.

NOTE: The Board of Educational Examiners' Criteria of Professional Practices are included as a regulation to this policy.

Legal Reference: Iowa Code § 279.8 (2013).
282 I.A.C. 13.25, .26.

Cross Reference: 104 Anti-Bullying/Harassment
307 Administrator Code of Ethics
401.1 Employee Orientation
403.8 Substance-Free Workplace
407 Licensed Employee Termination of Employment
413 Classified Employee Termination of Employment

Approved 01/1993 Reviewed 11/13/01 Revised 07/09/18
05/12/08
03/11/13
10/14/24