



BOARD POLICY

325 Staff Dress and Grooming

POLICY NUMBER	ADOPTED	REVISED	LAST REVIEWED
325	5/16/2022	5/18/2026	9/11/2026
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v3.4	DRAFT	9/28/2026	

■ Proposed addition ■ Proposed deletion

AUTHORITY

Administrative, professional, support, confidential and temporary employees set an example in dress and grooming for students and the school community. Employees' dress should reflect their professional status and encourage respect for authority in order to have a positive influence on the district's programs and operations.

The Board has the authority to specify reasonable dress and grooming requirements, within law, for all district employees to prevent an adverse impact on the educational programs and district operations.^[1]

When assigned to district duties, employees shall be physically clean, neat, well-groomed and dressed in a manner consistent with assigned job responsibilities.

Employees shall be groomed so that their hair style does not cause a safety or health hazard.

~~Some employees may be required to wear a designated work uniform.~~

Our district affirms that employees may wear hairstyles and head coverings associated with race or religion. No employee shall be disciplined or excluded from employment based on natural hair texture or protective styles, in accordance with the Pennsylvania Human Relations Act as amended by the CROWN Act (HB 439, signed November 25, 2025).

Some employees may be required to wear a designated work uniform

Employees shall not wear, carry on their person, or activate smart glasses (including but not limited to meta glasses or similar products), wearable cameras, wearable audio recording devices, or any other wearable technology capable of recording video, capturing images, or recording audio while on district property or while performing district duties. This prohibition applies to all wearable devices with recording capabilities, regardless of whether the recording function is actively in use.

DELEGATION OF RESPONSIBILITY

If an employee feels that an exception to this policy would enable him/her to carry out assigned duties more effectively, a request should be made to the immediate supervisor.

Legal Footnotes

[1]

24 P.S. 510

LEGAL REFERENCE

Legal References

Additional References

43 P.S. 951 et seq

LEGAL REFERENCE

Pol. 104

LEGAL REFERENCE