

## Pearland ISD- Employee Dress Code

The personal appearance of district employees affects the respect those outside the school district have for the organization, as well as respect employees have for themselves and one another. As a representative of the district, employees are expected to dress in a manner that is professional and tasteful; not offensive, suggestive, revealing or insulting to others.

All employees should follow a minimum daily dress code best described as “business casual.” For campus and office assignments, please project a professional image. Auxiliary assignments may have variations based on assigned duties and responsibilities; communicated by each Auxiliary Director.

1. Employee ID badges must be worn while on duty.
2. Slacks with a professional fit are appropriate. Capri and cropped pants should be no shorter than mid-calf.
3. Blue jeans may be worn only on Fridays with a school spirit shirt or a professional style shirt. Jeans should not be unduly faded or contain holes. Colored jeans may be worn if they meet the professional dress code. Additional jeans days may be communicated by the principal or supervisor.
4. Staff should not wear shorts or gym attire (sweatpants, leggings, jeggings, or tights) while serving in a classroom or office. Hats, caps, or other head apparel are not permitted. Exceptions are themed spirit days, CTE teachers, or coaching assignments. Appropriate gear may be worn when performing assigned activities.
5. Spirit t-shirts may be worn on Fridays if professional in appearance. Excessively worn T-shirts, halter tops, exposed midriffs, strapless tops, low-cut tops, exposed backs, spaghetti straps, see-through clothing, and tanks with oversized armholes are not permitted.
6. Skirts and dresses should be of a respectable, modest length (at minimum, fingertips). Leggings may be worn under a dress if the length requirement is met.
7. Undergarments shall not be visible or exposed but are required.
8. No shower type flip-flops, or rubber clogs (Crocs) may be worn.
9. Visible tattoos and similar body paintings that promote violence, drugs, alcohol or reflect gang activity are prohibited. Visible tattoos and similar paintings considered offensive, inflammatory, or disruptive are prohibited.
10. In keeping with professional decorum, hair must be a natural color, clean and neatly groomed.
11. Ears are the only exposed areas of the body on which pierced jewelry may be worn. With a limit of two pieces per ear.

Supervisors may authorize slight variations in the dress code for days such as themes, perfect attendance incentive, workday, etc. Professional dress is expected for in and out of district workshops and staff development. All employees are role models and should dress accordingly. Questionable attire will be addressed on an individual basis by the principal or supervisor.