



STAFF PROFESSIONAL DRESS

Background

As stated in *Board Policy 11: Staff Code of Conduct*, employees exhibit professional behaviour by showing positive examples of preparedness, communication, punctuality, attendance, language, and appearance. The purpose of this procedure is to provide a clear framework for professional dress that reflects the values of our school community: respect, professionalism and dignity. As educators, our attire contributes to a positive learning environment and models professional conduct for students.

Core principles for professional dress:

- Professionalism: Attire should reflect the professional nature of a teacher's role, fostering a respectful and serious Catholic learning environment.
- Safety and Functionality: Clothing should be appropriate for the duties of the day, including active learning, labs, or physical education.

General Guidelines

All staff will model cleanliness, modesty, and completeness of attire that supports the expectations of occupational health and safety and models adult leadership to students. Employees' appearances should not cause a distraction to learning or pose a safety concern that might adversely affect students, employees, the teaching and learning environment, or the operation of the workplace.

Staff members are expected to dress professionally while on duty, with the understanding that appropriate attire may vary based on the specific role, activity, or event.

- Professional: This is the standard for most teaching and administrative duties. It includes clothing such as dress pants, skirts, blouses, button-down shirts, sweaters, and blazers.
- All staff are expected to dress professionally when attending church, parent-teacher conferences, Board meetings and when representing the division at functions/meetings.

- **Activity-Specific:** For activities like physical education, science labs, or art classes, appropriate functional attire is permitted. This includes athletic wear or clothing that may get soiled.
- **Casual Dress Days:** Casual dress days, such as those encouraging the wearing of school spirit wear, in general, should be limited to occurring once per week. Restricting them to a single day maintains a professional atmosphere and upholds appropriate decorum on the remaining days, while still allowing for a regular expression of school pride and community spirit.

Unacceptable Attire

Any attire that compromises a safe working or learning environment is considered unacceptable for regular school hours and other school sanctioned events.

To ensure a professional and respectful environment, the following unacceptable items may include but are not limited to:

- Clothing with offensive or inappropriate messages, images, or branding (*e.g., slogans promoting alcohol, violence, or discriminatory content*).
- Items that are ripped, torn, or unhemmed.
- Excessively revealing clothing (*e.g., bare midriffs, low-cut tops, short skirts/shorts*).
- Any attire that compromises a safe learning or working environment.

Implementation and Review

School principals, in collaboration with staff, should establish and communicate specific expectations at the start of each school year. These expectations should align with this procedure and be tailored to the specific needs of the school community.

This procedure should be reviewed periodically to ensure it remains relevant and effective.

Accommodations for medical circumstances or other individual needs will be addressed on a case-by-case basis by the school administration.