

## **IDEA Political Expression and Dress Code**

As employees of a public school system, IDEA employees should be mindful that their workspaces are often visible to others. This applies to all workplace décor, posters, signs, banners, flags, photographs, souvenirs, or any other item an employee displays in their workspace. Teachers, in particular, should consider their classrooms, their walls, their desks, and any other work areas to be extensions of IDEA's curriculum and what they are responsible for teaching. Items that are not an extension of the curriculum cannot be displayed.

Employees are permitted to incorporate reasonable items of personal expression into their workplace attire, provided they remain in compliance with IDEA's staff dress code. Wearable items include jewelry, socks, and lapel pins.

Displays of personal expression that include hate speech, endorsement of illegal activity, drugs, alcohol, gangs or violence, sexually explicit imagery or language, or any reference to political candidates, parties, or measures are prohibited in both employee attire and workspace décor. Furthermore, employees are also not permitted to wear or display items that are likely to cause distractions or disruptions in the work and school environment. If displays of personal expression in employee dress or workspace/classroom décor, or body modifications such as tattoos, interfere with school operations or student learning, IDEA reserves the right to direct employees to remove displays of personal expression.

We endeavor to maintain a pleasant, healthy, and professional working environment always and dress for success at IDEA! The dress and grooming of IDEA's employees shall be clean, neat, in a professional manner appropriate for their assignments. Dressing for success helps model behaviors expected of our students and helps to foster academics, prevent disruption, avoid safety hazards, provide a socially safe, secure, and stable school climate. The appearance of ALL staff reflects the high standards and culture of our schools.

Dress for the week:

- Staff ID cards are to be always worn in a visible location while at an IDEA Location.
- Staff may wear business casual, as defined below, or a student uniform if preferred.
- For campus instructional staff and leaders, jeans should not be worn, except on Fridays.
- Spirit, college, or IDEA shirts may be worn on Fridays.
- Head Coverings - Head coverings that honor religions and/or culture and hats or head coverings necessitated by a medical issue are permitted.

Business Casual is defined as:

- Dress shirts, blouses, and polo shirts
- Slacks or dress pants
- Skirts and dresses
- Blazers and cardigans
- Dress and athletic shoes are allowed

Unallowable clothing:

- Strapless, halter or spaghetti strap tops/dresses
- Shorts (Coaches are allowed to wear athletic attire)

- T-shirts with logos or advertising, other than IDEA
- Sheer, transparent fabric or fabric with holes
- Clothes that reveal cleavage, stomach, back or thighs are not acceptable
- Flip-flops

Additional role-specific guidelines are available from the following functional teams directly:

- CNP (Child Nutrition Program)
- Transportation
- Facilities
- Health Services

Adopted 8/20/2021

#### Sec. 1. CERTIFICATION

The Undersigned, being the Secretary of the Corporation, hereby certifies that the foregoing represents a true copy of the IDEA Political Expression and Staff Dress Code Policy, as originally adopted by the Board on August 20, 2021, and revised on July 22, 2022, which Policy is in full force and effect and has not been revoked or amended.

DocuSigned by:  
  
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Anthony Ryan Vaughan, Board Secretary

7/28/2022

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Date