



Midway ISD Employee Dress and Grooming Regulations

As representatives of Midway ISD, our commitment to excellence should be reflected in our appearance. The dress and grooming guidelines for employees shall present a model of professionalism and appropriateness for the assignment and shall represent the pride, dignity, and discipline of the district and community. Appearance of all employees should be neat, clean, and in a manner that differentiates them from students.

Standards

MISD employees are expected to dress in an appropriate and professional manner both at school and for conferences, trainings, meetings, site visits and other out-of-district functions where employees represent Midway ISD.

Staff members will adhere to the restrictions listed in the secondary student handbook related to clothing, hair length/styles, paraphernalia, accessories, and/or body adornments.

Hair for district employees (including facial hair) must be neat and clean in appearance and should not attract unfavorable attention that is disruptive to the educational environment. Beards and mustaches must be neat, clean and closely trimmed.

Jeans (with spirit shirts) are permitted only on Fridays and on designated days approved in advance by the principal or supervisor.

Clothing will fit properly and be in good repair (no fraying).

Piercing for ear(s) and a single stud in the nose are allowed.

Visible tattoos or fake tattoos are not allowed. Tattoos or fake tattoos must be covered while at work.

Hemlines on all dresses and skirts must not be shorter than mid-thigh length.

Women may wear leotards or tights under skirts if hemline dress code requirements are met.

Clothing will be non-revealing and exhibit modesty in styling. Fabric that clings to the body is not appropriate. Appropriate undergarment must be worn.

Support staff, including maintenance, grounds, transportation, and food service employees shall be dressed in accordance with additional standards established by their immediate supervisors and approved by the Superintendent/designee.

Adherence

It is the responsibility of principals and other administrative supervisors to ensure compliance of the adherence to the Midway ISD Employee Dress and Grooming Regulations.

Principals or other administrative supervisors have the discretionary authority to deviate from guidelines due to unusual requirements of a specific job, activities planned for that day, or medical reasons. The principal or administrative supervisor must approve temporary deviations.

Employees out of dress code will be asked to change into professional attire before returning to work.

Midway ISD Employee Dress and Grooming Guide

BUSINESS DRESS



BUSINESS CASUAL



SPIRIT WEAR



The following examples have been developed to guide employees about the district regulations for dress. The list is not comprehensive; always choose to look professional.

Guide for Men

Professional styles of the following are acceptable:

- Dress slacks
- “Docker style” slacks
- Buttoned dress shirts
- Polo or golf style shirts
- Turtlenecks/mock turtlenecks
- Sweaters
- Ties
- Sport coats, blazers, suits
- Boots, dress shoes, casual shoes
- Tennis shoes and/or athletic shoes (coordinated with professional dress and appropriate to position)
- Jeans and spirit wear on Fridays
- Single nose stud piercing

Guide for Women

Professional styles of the following are acceptable:

- Capri/goucho pants (below the knee)
- Dresses and skirts that fall below mid-thigh
- Tights under skirts if hemline dress code requirements are met
- Pants suits
- Dress slacks
- Polo or golf style shirts
- Turtlenecks/mock turtlenecks
- Sweaters
- Dress and casual shoes, boots, sandals
- Tennis shoes and athletic shoes (coordinated with professional dress and appropriate to position)
- Jeans and spirit wear on Fridays
- Single nose stud piercing

Not Acceptable:

- Sweats/active wear (based on assignment)
- Shorts (based on assignment)
- Caps/hats
- Flip flops
- Visible tattoos
- Gauges
- Body piercings
- Immodest apparel such as but not limited to:
 - Visible undergarments
 - Revealing low cut pants
 - Sagging pants
 - Midriff bearing shirts
 - Bare shoulders
 - Low cut blouses
 - Tight/revealing clothing
 - Torn/ripped clothing
 - Tank tops

