

**Northwest Regional
Education Service District
Policy**

Code: **GBCB**
Adopted: 4/16/97
Revised/Readopted: 4/17/01, 7/17/07,
11/09/11
Orig. Code(s): GBCB

Staff Dress and Grooming

The Board recognizes that the grooming and dress of NWRES D personnel directly and indirectly affect the learning and work environment of the NWRES D. It is also recognized that NWRES D personnel have a responsibility for leadership through the example they set.

All staff when on duty shall be allowed to wear religious attire, in accordance with the employee's sincerely-held religious beliefs, while maintaining religious neutrality and refraining from endorsing religion in the educational environment.

The ESD retains the authority to specify religious dress guidelines for staff that will prevent such matters from having an adverse impact on the education process.

The superintendent may develop guidelines to implement this policy.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#) (7)

[ORS 327.109](#)

[ORS 334.125](#) (7)

[ORS 339.351](#)

[ORS 659.850](#)

[ORS 659A.030](#)

[OAR 581-024-0240](#)

Oregon Government Standards and Practices Laws, A Guide for Public Officials, Oregon Government Standards and Practices Commission (Dec. 1993)

OR Constitution, Article I, § 5.

U.S. Constitution Amendment I