

## LIONSGATE ACADEMY

### 516 STAFF DRESS CODE

*Original Adoption Date: December 2013*

*Revision Date(s): January 2020, January 2023*

*Review Date(s): December 2016, January 2020*

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#### I. PURPOSE

To provide a general description of Lionsgate Academy's staff dress code policy.

#### II. GENERAL STATEMENT OF POLICY

- A. Lionsgate Academy's charter clearly indicates that the school's focus is on transition to adulthood. Therefore, employees should model acceptable dress for a place of work. A neat and professional appearance is expected of all employees of Lionsgate Academy.
- B. Clothing and accessories must be free of anything that may substantially interrupt the educational process, including images or slogans, drugs, cigarettes, sexual connotations, alcohol-related graphics, or other negative attitudes. Lionsgate uses the Anti-defamation League's *Hate Symbols Database* to determine if a particular symbol can be used as a hate symbol.
- C. Employees should wear clothing that allows them to participate fully in their assigned job duties. Jewelry which may or may not include piercings, may be deemed a work hazard and falls into this policy.
- D. The standard for professional dress is the responsibility of the building principal or site administrator. Lionsgate Academy will reasonably accommodate a staff member's religious beliefs in terms of workplace attire unless the accommodation creates an undue hardship.

#### References:

*Title VII of the Civil Rights Act of 1964, 42 U.S.C§ 2000e, et seq.*