

Policy 404: Employee Conduct and Appearance**Status:** ADOPTED**Original Adopted Date:** 7/08/2002 | **Last Reviewed Date:** 06/10/2024 | **Last Revised Date:** 4/13/2020

Employees are role models for the students who come in contact with them during and after school hours. The board recognizes the positive effect employees can have on students in this capacity. To this end, the board strongly suggests and encourages employees to dress themselves, groom themselves and conduct themselves in a manner appropriate to the educational environment.

Employees will conduct themselves in a professional manner. Employees will dress in attire appropriate for their position. Clothing should be neat, clean, and in good taste. Discretion and common sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.

Licensed employees of the school district, including administrators, will follow the code of ethics for their profession as established by the Iowa Bureau of Educational Examiners.

NOTE: The Bureau of Educational Examiners' Criteria of Professional Practices are included as a regulation to this policy.

Legal Reference: Iowa Code § 279.8
282 I.A.C. 13.25, .26.

I.C. Iowa Code

Iowa Code § 279.8

Description[Directors - General Rules - Bonds of Employees](#)**I.A.C. Iowa Administrative Code**

282 I.A.C. 13

Description[Educational Examiners - Teacher Licenses/Endorsements](#)**Cross References****Code**

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Description[Anti-Bullying/Harassment Policy](#)

104-R(1)

[Anti-Bullying/Harassment Policy - Investigation Procedures](#)

104-E(1)

[Anti-Bullying/Harassment Policy - Complaint Form](#)

104-E(2)

[Anti-Bullying/Harassment Policy - Witness Disclosure Form](#)

104-E(3)

[Anti-Bullying/Harassment Policy - Disposition of Complaint Form](#)

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[Administrator Code of Ethics](#)

401.02

[Employee Conflict of Interest](#)

401.11	<u>Employee Orientation</u>
403.05	<u>Substance-Free Workplace</u>
403.05-R(1)	<u>Substance-Free Workplace - Regulation</u>
403.05-E(1)	<u>Substance-Free Workplace - Notice to Employees</u>
407.04	<u>Licensed Employee Suspension</u>
413.03	<u>Classified Employee Suspension</u>
413.04	<u>Classified Employee Dismissal</u>