

**RIVER EDGE BOARD OF EDUCATION**  
**River Edge, NJ 07661**

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**Policy**

### CONDUCT AND DRESS

The board of education expects staff conduct to be that of appropriate role models for pupils.

The board expects all staff members to be neatly groomed and dressed in clothing suitable for the subject of instruction, the work being performed, or the occasion.

The board retains the authority to specify the following dress and grooming guidelines for staff, within law, that will prevent such matters from having an adverse impact on the educational process. All staff members shall, when assigned to district duty:

- A. Be physically clean, neat and well groomed;
- B. Dress in a manner reflecting their assignments;
- C. Dress in a manner that does not cause damage to district property;
- D. Dress and be groomed in such a way so as not to cause a health or safety hazard.

If a staff member feels that an exception to this policy would enable him/her to carry out assigned duties more effectively, a request shall be made to the chief school administrator.

#### Unbecoming Conduct

When an employee, either within the schools or outside normal duties, creates conditions under which the proper operation of the schools is affected, the board upon recommendation of the chief school administrator and in accordance with statute shall determine whether such acts or lack of actions constitute conduct unbecoming a school employee, and if so, will proceed against the employee in accordance with law.

Unbecoming conduct sufficient to warrant board review may result from a single flagrant incident or from a series of incidents.

**Legal References:** N.J.S.A. 2C:33-16 Alcoholic beverages; bringing or possession on school property by person of legal age; penalty

N.J.S.A. 2C:35-1 et seq. Controlled dangerous substances

N.J.S.A. 18A:11-1 General mandatory powers and duties

N.J.S.A. 18A:16-2 Physical examinations; requirement

N.J.S.A. 18A:27-4 Power of boards of education to make rules governing employment of teacher, etc.; employment there under

N.J.S.A. 18A:36-32 Cigarette coin-operated vending machines; operation, installation or maintenance on property used for school purposes; fine

N.J.S.A. 18A:54-20 Powers of board (county vocational schools)

N.J.S.A. 26:3D-15

through -21 Legislative findings and declarations ... (smoking in educational institutions)

N.J.A.C. 6A:16-6.3

Reporting students or staff members to law enforcement  
authorities

**Legal References: (continued)**

N.J.A.C. 6A:16-6.5 Confidentiality of student or staff member involvement  
in substance abuse intervention and treatment programs  
N.J.A.C. 6A:26-12.2(a)4 Policies and procedures for school facility operation

New Jersey Constitution, Art. IV, § VII, par. 2

Anti-Drug Abuse Act of 1988

Drug-Free Workplace Act of 1988

P.L. 103-227, GOALS 2000: Educate America Act (Pro Children Act of 1994)

**Cross References:** \*1330 Use of school facilities  
\*1410 Local units  
\*3220/3230 State funds; federal funds  
\*3515 Smoking prohibition  
\*4112.4 Employee health  
4117.50 Standards for staff discipline  
\*4219.23 Employee substance abuse  
\*5131.6 Drugs, alcohol, tobacco (substance abuse)

\*Indicates policy is included in the Critical Policy Reference Manual.

**Key Words**

Employee Conduct, Employee Dress

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Revised: