



STAFF DRESS

Legal References:	Ontario Human Rights Code
Related References:	Board Policy 1008-Equity-and-Inclusion Board Policy 1017 - Human Rights
Effective Date:	<i>June 25, 2001</i>
Revisions:	<i>September 2002, January 14, 2026</i>
Reviewed:	<i>April 16, 2018, October 19, 2020</i>

Purpose

1. The Waterloo Region District School Board (WRDSB) is committed to fostering inclusive working environments that are safe and equitable, and recognizes that decisions regarding dress are made with respect to individual expression, gender, cultural, creed and socio-economic needs, and are important to the overall health and well-being of an individual. Staff dress guidelines should not reinforce or increase marginalization, oppression or discrimination of any individual.

Application

2. It is the expectation of the WRDSB that staff will dress in a manner consistent with their roles and responsibilities with the Board. The specific standard will be established by the supervisor in consultation with the staff.
3. The following general standards apply to all staff:
 - 3.1. Dress should reflect the expectation of being a professional in an educational setting;
 - 3.2. Attire must not pose a safety risk in the work environment (examples: loose fitting clothing near machinery, unsafe footwear in labs or shops);
 - 3.3. Clothing must not display content that is discriminatory, harassing, promotes hate or encourage activities incompatible with the educational setting.