

Book: Luzerne Intermediate Unit
Section: 400 Professional Employees
Title: Dress and Grooming
Code: 425
Status: Active
First Adopted: November 20, 2002
Last Revised: May 20, 2026



Authority

Professional employees set an example in dress and grooming for their students and the school community. Employees' dress should reflect their professional status and encourage respect for authority in order to have a positive influence on the Intermediate Unit's programs, services and operations.

The Board has the authority to specify reasonable dress and grooming requirements, within law, for all Intermediate Unit employees to prevent an adverse impact on the educational programs, support services and Intermediate Unit operations.[\[1\]](#)

The Board directs compliance with Board policy and law prohibiting discrimination, including but not limited to protections addressing:[\[2\]](#)[\[3\]](#)

1. Protective hairstyles, including but not limited to hairstyles such as locs, braids, twists, coils, Bantu knots, afros and extensions.
2. Religious creed including head coverings and hairstyles historically associated with religious creeds.

When assigned to Intermediate Unit duties, professional employees shall be physically clean, neat, well-groomed and dressed in a manner consistent with assigned job responsibilities.

Employees shall be groomed so that their hair style does not cause a safety or health hazard.

Delegation of Responsibility

If an employee feels that an exception to this policy would enable the employee to carry out their assigned duties more effectively, a request should be made to the Executive Director.

Legal

1. 24 P.S. 914-A

2. 43 P.S. 951 et seq

3. Pol. 104