



FAXGRAM #43

JUNE 2, 2009

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DRESS CODE ???

Queries from some of our schools in Halton has prompted O.E.C.T.A. to thoroughly investigate this matter and re-distribute the following materials:

Our Local and Provincial Offices have researched this matter and we wish to inform you that the Education Act and its Regulations, the Halton Catholic District School Board's own By-Laws, Operating Policies and Procedures binder, as well as, our current 2008-2012 Collective Agreement, do not empower School Board's or individual principals with the right to impose teacher dress codes and/or allow Board's through their administration power to enact consequences (verbal or otherwise) to teachers pertaining to dress.

Notwithstanding the School Board's right to ensure that modesty exists in all schools, it is the right of the teacher to determine his/her mode of dress.

In all cases in this matter, a teacher has a right to exercise the provisions outlined in Article XXIII (Grievance Procedure) and Article XXVI (Management Rights) of our current Collective Agreement, if and when the Board or individual school principal imposes a dress code and/or suggests certain consequences if one does not comply with someone else's dress edict.

If you are directed or ordered to change your dress, you must comply to avoid being insubordinate and then inform your principal you are filing a grievance through your Unit office.

Please be advised that O.E.C.T.A. fully supports the Board's expectation of modesty in all our schools and we trust that every teacher will consider the fact that they are standing before very young and very impressionable students on a daily basis and will dress accordingly.

Please be advised that the teacher is the sole authority as to what attire best suits the teacher.

PLEASE CALL ME IF THE NEED ARISES AS TO THIS MATTER: (905) 335-6660

..... Richard

www.haltonoecta.com

PLEASE SHARE WITH ALL TEACHERS!