

## ACADEMIC SUPPORT CODE OF REPRESENTATION FOR STUDENT EMPLOYEES

Employees of Academic Support should be mindful that they are representing the office and the University as an employee. This Academic Support code of representation is informed by nationally recognized recommendations for policies rooted in equitable educational access that do not reinforce gender stereotypes or increase marginalization or oppression of any group based on race, gender, ethnicity, religion, sexual orientation, household income, gender identity or cultural observance.

In regards to dress, certain body parts must be covered for **all** employees. Clothes must be worn in a way such that genitals, buttocks, and nipples are covered with opaque material.

Academic Support employees **must** wear:

- shirt,
- bottom (pants/sweatpants/shorts/skirt/dress/leggings),
- and shoes of some kind.

Regarding both dress and image (in person or online), Academic Support employees **cannot** wear or display:

- violent language or images.
- language or images depicting drugs or alcohol (or any illegal item or activity) or the use of same.
- hate speech, profanity, or pornography.
- language or images that create a hostile or intimidating environment based on any protected class. This includes language or images that reference Confederate iconography. Protected classes include: race, color, national origin, religion, gender, age, citizenship status, or genetic information.
- visible underwear (Visible waistbands or straps on undergarments worn under other clothing are *not* a violation.)

When it is technologically possible and employees are delivering Academic Support services online, it is expected that an official Academic Support digital background be used. If the technology you are using makes that impossible, it is expected that every effort is made to have a plain background and that the above restrictions are considered, regardless of location.

*Retrieved and adapted: Oregon NOW model dress code, Feb 2016*



**AUBURN**

Office of the Provost  
*Academic Support*