

PURPOSE

The School's student dress code supports equitable educational access and is written in a manner that does not reinforce stereotypes. To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently and in a manner that does not reinforce or increase marginalization or oppression of any group on the basis of race, color, religion, sex, gender, gender identity, gender expression, sexual orientation, national origin, disability, age, immigration status, or any other basis prohibited by law that adversely affects the student. Any restrictions to the way a student dresses must be necessary to support the overall educational goals of the school and must be explained within this dress code.

Students shall be dressed and groomed in a manner that is clean and neat and that will not be a health or safety hazard to themselves or others.

GENERAL GUIDELINES

The general guidelines are as follows:

1. Basic Principle:
  - a. Certain body parts must be covered for all students at all times.
  - b. Clothes must be worn in a way such that abdomen, genitals, buttocks, breasts, and nipples are fully covered with opaque fabric.
  - c. All items listed in the "must wear" and "may wear" categories below must meet this basic principle.
2. Students must wear, while following the basic principle of Section 1 above:
  - a. A shirt (with fabric that touches the waistband in the front, back, and on the sides under the arms); and
  - b. Pants/jeans or the equivalent (for example, a skirt, sweatpants, leggings, a dress, or shorts); and
  - c. Shoes.
3. Students may wear, as long as these items do not violate Section 1 above:
  - a. Religious headwear;
  - b. Hats facing straight forward or straight back that must allow the face and ears to be visible to staff and not interfere with the line of sight;
  - c. Hoodie sweatshirts (wearing the hood over the head is

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allowed, but the face and ears must be visible to school staff);

- d. Fitted pants, including opaque leggings, yoga pants, and “skinny jeans”;
  - e. Ripped jeans, as long as underwear and buttocks are not exposed;
  - f. Tank tops, including spaghetti straps and halter tops; and
  - g. Athletic attire.
4. Students cannot wear:
- a. Violent language or images;
  - b. Images or language depicting drugs or alcohol (or any illegal item or activity) or any other substance prohibited under policy FNCF(LEGAL);
  - c. Hate speech, profanity, or pornography;
  - d. Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups;
  - e. Any clothing that reveals visible undergarments (waistbands and straps excluded);
  - f. Swimsuits (except as required in class, field trips, or athletic practice; see Extracurricular Activities, below);
  - g. Accessories that could be considered dangerous or could be used as a weapon; or
  - h. Any item that obscures the face or ears (except as a religious observance).

The student and parent may determine the student’s personal dress and grooming standards, provided that they comply with the general guidelines set out above and with the student dress code outlined in the student handbook.

**EXTRACURRICULAR ACTIVITIES**

The principal/supervisor may determine the student’s personal dress and grooming standards, provided that they comply with the general guidelines set out above and with the student dress code outlined in the student handbook.

The principal or supervisor may regulate the dress and grooming of students who participate in the activity. Students who violate dress and grooming standards established for such an activity may be removed or excluded from the activity for a period

determined by the principal/supervisor or sponsor and may be subject to other disciplinary action, as specified in the Student Code of Conduct. [See FO series]

DRESS CODE ENFORCEMENT

To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement.

1. Students shall only be removed from spaces, hallways, or classrooms as a result of a dress code violation as outlined in Sections 1 and 4 above. Students in violation of Section 1 and/or 4 shall be provided three options to be dressed more to code during the school day:
  - a. Students shall be asked to put on their own alternative clothing, if already available at school, to be dressed more to code for the remainder of the day.
  - b. Students shall be provided with temporary school clothing to be dressed more to code for the remainder of the day.
  - c. If necessary, a day student's parent may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.
2. No student shall be affected by dress code enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.
3. School staff shall not enforce the school's dress code more strictly against transgender and gender-nonconforming students than other students.
4. Students shall not be shamed or required to display their body in front of others (students, parents, or staff) in school. "Shaming" includes, but is not limited to:
  - a. Kneeling or bending over to check attire fit;
  - b. Measuring straps or skirt length;
  - c. Asking students to account for their attire in the classroom or in hallways in front of others;
  - d. Calling out students in spaces, in hallways, or in classrooms about perceived dress code violations

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in front of others, particularly directing students to correct sagged pants that do not expose the entire undergarment or confronting students about visible bra straps, since visible waistbands and straps on undergarments are permitted; and

- e. Accusing students of “distracting” other students with their clothing.

These dress code guidelines shall apply to regular school days and summer school days, as well as any school-related events and activities such as graduation ceremonies, dances, field trips, school trips, and prom.

Residential students and their parents, along with residential staff, may determine the student’s personal dress and grooming standards after school hours.

Students who feel they have been subject to discriminatory enforcement of the dress code should contact the Director of Instruction.

The principal/supervisor may determine the student’s personal dress and grooming standards, provided that they comply with the general guidelines set out above and with the student dress code outlined in the student handbook.

**EXCEPTIONS**

Exceptions to these dress requirements are to be made as necessary to allow students to observe religious customs or beliefs and any School designated celebrations, or as necessary to accommodate medical or health needs.

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