



**Student Dress Code**

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This administrative directive provides guidance to schools regarding the implementation of the Standards of Conduct – Student Dress and Grooming Policy 4.30.012. In addition, this administrative directive provides guidance to schools wishing to pilot a uniform dress code.

**I. Definitions**

- (1) Attire. Clothing, including outerwear, headwear, accessories such as scarves or jewelry, and shoes.
- (2) Grooming. Makeup, tattoos, and hair style.
- (3) Dress Code. A set of parameters determined by the district that describes standards for student attire and grooming.
- (4) School Uniform Dress Code. Distinctive clothing style and/or specific colors selected by the school following a community process and worn by all students as a means of identifying them as members of the school community. Uniform dress codes may range from identical articles of clothing worn by all students (uniforms) to clothing similar in style and color worn by all students (uniform dress).

**II. Basic Dress Code**

- (1) **Minimum Safe Attire.** Student attire and grooming must permit the



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student to participate in learning without posing a risk to the health or safety of any student or school district personnel.

- (a) Students must wear clothing including both a shirt with pants or skirt, or the equivalent (for example dresses, leggings, or shorts) and shoes.
- (b) Shirts and dresses must have fabric in the front and on the sides (under the arms).
- (c) Clothing must cover undergarments (waistbands and straps excluded).
- (d) Fabric covering breasts, genitals and buttocks must be opaque.
- (e) Hats and other headwear must allow the face to be visible to staff, and not interfere with the line of sight of any student or staff. Hoodies must allow the face and ears to be visible to school staff.
- (f) Clothing must be suitable for all scheduled classroom activities including physical education, science labs, wood shop, and other activities where unique hazards exist.
- (g) Specialized courses may require specialized attire, such as sports uniforms or safety gear.

(2) **District Dress Code.** Board policy 4.30.012 provides: “Attire or grooming depicting or advocating violence, criminal activity, use of alcohol or drugs, pornography, or hate speech are prohibited.” All PPS students are expected to comply with the requirements of this policy. Specifically:

- (a) Clothing may not depict, advertise or advocate the use of alcohol, tobacco, marijuana or other controlled substances.
- (b) Clothing may not depict pornography, nudity or sexual acts.
- (c) Clothing may not use or depict hate speech targeting groups based on race, ethnicity, gender, sexual orientation, gender identity, religious affiliation or any other protected classification.
- (d) Clothing, including gang identifiers, must not pose a threat to the health or safety of any other student or staff.
- (e) Enforcement must accommodate clothing worn by students as an expression of sincerely held religious beliefs (head scarves, for example) and worn by students with disabilities (protective helmets, for example).



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- (3) **Parent Responsibility.** Board Policy 4.30.012 provides: “The responsibility for the dress and grooming of a student rests primarily with the student and his or her parents or guardians.” Parents or guardians are responsible for ensuring student compliance with the school dress code.
- (4) **Student Responsibility.** All students at all schools are responsible for complying with the district dress code during school hours and school activities.
- (5) **Staff Responsibility.** To equitably enforce the district dress code, teachers, administrators and all school staff must be notified of the policy at the beginning of the school year with a refresher in March before Spring Break in regards to its purpose and spirit, and how to enforce it without shaming students or disproportionately impacting certain student groups. Staff should be guided by the dress code policy and follow the letter and spirit of the district dress code.
- (6) **Enforcement.** When a school staff member or school administrator discusses a dress or grooming violation with a student, it is recommended that another adult should be present and at least one of the two adults should be the same sex as the student. Unless there is an immediate concern, a student should not be spoken to about a dress code violation in front of other students.
  - (a) Teachers or staff discussing a dress or grooming violation with a student should present options for obtaining appropriate clothing (e.g. school clothing closet).
  - (b) Where possible, students should not be required to wear school owned replacement garments and should never be required to wear specific garments as a disciplinary measure.
  - (c) Discipline for dress or grooming violations should be consistent with the discipline policies for comparable violations.



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### **III. Uniform Dress Code**

Schools may pilot a Uniform Dress Code. Administrative Directive 3.10.011 states that it is the responsibility of the school principal to ensure a safe, efficient and effective learning environment, and to understand and respond to the larger political, social, economic and cultural context in which their school operates. There are communities within the district that support Uniform Dress Codes and have chosen to require students to wear a uniform to school. It is recommended the schools reassess the requirement every five years to confirm that the current school community supports it.

### **IV. School Responsibility**

- (1) For those schools with student uniform requirements, enforcement must be equitable, with no group experiencing disproportionate enforcement, specifically on the basis of gender, sexual orientation, race, or body type/development.
- (2) Schools that choose to adopt a Uniform Dress Code shall follow a collaborative, inclusive process, publicize the choice and the provisions, explore funding for disadvantaged students and enforce the choice as appropriate.
- (3) The principal or designee shall work with the district procurement department to develop purchasing and distribution plans, if necessary, for implementation of the uniform dress code at his/her school.
- (4) It is the responsibility of the principal or designee to determine if a student is dressed appropriately under the school's Uniform Dress Code.

### **V. Process for Adoption of a Uniform Dress Code.**

- (1) If a school is interested in piloting a uniform dress code, the principal shall:
  - (a) Convene at least two parent/community meetings to discuss and receive input regarding the adoption of a uniform dress code.
  - (b) Consult with school staff and students to discuss and receive input regarding the adoption of a uniform dress code.
  - (c) Determine, via a survey or some other accurate method of measure, that a majority of the school community supports the



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adoption of a uniform dress code.

(2) Consult with the area director.

**VI. Appropriate Clothing for Schools that Adopt a Uniform Dress Code**

(1) Schools that adopt a uniform dress policy may determine the dress code and color scheme for their individual school. Following is an example of a uniform dress code that schools may follow.

(a) Slacks and Pants: Pleated or flat front, full length, appropriately fastened at the waist. Pants with loops will require belts. Material: Cotton, canvas, corduroy, linen, polyester, or twill.

(b) Tops: Shirts and blouses must have button down or straight collars; turtlenecks and polo shirts are permitted. All tops must be worn tucked into pants, slacks or skirts. Style: long or short sleeves with a color required. Undershirts, if worn, must be white or match the color of the top.

(c) Skirts, Jumpers, Shorts and Capris: Must be at least knee length. Note that schools adopting uniform dress codes may not require girls to wear skirts.

(d) Jackets: Must be worn over a collar shirt, turtleneck or polo style top.

(e) Footwear: Boots, flat-heeled shoes and enclosed toe sandals and athletic shoes are permitted.

**VII. Inappropriate Clothing for a School that has a Uniform Dress Code may include the following:**

(1) Blue jeans or any article of clothing made from denim.

(2) Insignia on outerwear not related to the school or to the district, including but not limited to professional sports teams and colleges.



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(3) Logos: No Manufacturer trademarks or advertisements permitted.

**VIII. Exceptions and Accommodations**

(1) The principal may exempt a student from the wearing of a uniform or uniform dress if requested in writing by the parent or guardian because of extenuating circumstances. Extenuating circumstances are generally limited to the student's disability/medical condition or sincerely held religious beliefs that are substantially affected by a uniform dress code requirement.

(2) The principal will interview the parents and the student and consult with his/her supervisor before making a decision regarding an exemption. The exemption shall be as narrow as possible in order to ensure that the appropriate accommodation is made. The principal shall confirm the dress code required of the student subject to an exemption in writing to the parent and student. The principal is highly encouraged to contact the General Counsel's office when exemptions are requested.

**IX. Implementation Supports**

(1) Schools that adopt a uniform dress code are required to establish a source for clothing that disadvantaged students may use so that the dress code does not create a financial burden on the family. The identity of the family or child shall not be disclosed.

(2) Each school may open a uniform bank for receipt of donated, new or used uniforms or uniform dress clothing items and substitute clothing to be loaned on a daily basis to non-compliant students.

(3) Nothing in this directive shall be construed to restrict or ban a student's wearing of religious clothing. Parents having religion-based concerns regarding a school's dress policy are encouraged to discuss them with the principal.

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