

## **Student Dress and Grooming Policy**

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

### **Definitions**

- Attire - Clothing, including outerwear, headwear, accessories such as scarves or jewelry, and shoes.
- Grooming - Makeup, tattoos, and hair style.
- Dress Code - A set of parameters determined by the district that describes standards for student attire and grooming.
- 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).

### **District Dress Code**

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:

- Clothing may not depict, advertise, or advocate the use of alcohol, tobacco, marijuana, or other controlled substances.
- Clothing may not depict pornography, nudity, or sexual acts.
- 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.
- Clothing, including gang identifiers, must not pose a threat to the health or safety of any other student or staff.
- 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)

### **Parent Responsibility**

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.

### **Student Responsibility**

All students at all schools are responsible for complying with the district dress code during school hours and school activities.

### **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.

### **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.

- Teachers or staff discussing a dress or grooming violation with a student should present options for obtaining appropriate clothing (e.g. school clothing closet).
- 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.
- Discipline for dress or grooming violations should be consistent with the discipline policies for comparable violations.

## **Basic Dress Code (In Handbook)**

### **Minimum Safe Attire**

Student attire and grooming must permit the student to participate in learning without posing a risk to the health or safety of any student or school district personnel.

- Students must wear clothing including both a shirt with pants or skirt, or the equivalent (for example dresses, leggings, or shorts) and shoes.
- Shirts and dresses must have fabric in the front and on the sides (under the arms).
- Clothing must cover undergarments (waistbands and straps excluded).
- Fabric covering breasts, genitals, and buttocks must be opaque.
- 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.
- Clothing must be suitable for all scheduled classroom activities including physical education, science labs, wood shop, and other activities where unique hazards exist.
- Specialized courses may require specialized attire, such as sports uniforms or safety gear.