

PGK SCHOOL-WIDE *FOUNDATIONS* PLAN

PGK STUDENT DRESS CODE

Student dress codes should support equitable educational access and should not reinforce gender stereotypes (e.g., cleavage should not have coverage requirements). Student dress codes and administrative enforcement should not reinforce or increase marginalization or oppression of any group based on race, gender, ethnicity, religion, sexual orientation, household income, gender identity or cultural observance.

I. OUR SHARED VALUES

- All students should be able to dress comfortably for school without fear of unnecessary discipline or body shaming.
- **All students and staff should understand that they are responsible for managing their own personal "distractions" without regulating individual students' clothing/self-expression.**
- Teachers can focus on teaching without the additional and often uncomfortable burden of dress code enforcement.
- Students should not face unnecessary barriers to school attendance.
- Reasons for conflict and inconsistent discipline should be minimized whenever possible.

II. GOALS OF STUDENT DRESS CODE

- A. Maintain a safe learning environment on campus where protective or supportive clothing is needed, such as Science and CTE STEM classes (eye or body protection) or PE (athletic attire/shoes).
- B. Allow students to wear clothing of their choice that is comfortable.
- C. Allow students to wear clothing that expresses their self-identified gender.
- D. Allow students to wear religious attire without fear of discipline or discrimination.
- E. Prevent students from wearing clothing with offensive images or language, including profanity, hate speech, and pornography.
- F. Prevent students from wearing clothing with images or language depicting or advocating violence or the use of alcohol or drugs.
- G. Ensure that all students are treated equitably regardless of gender/gender identification, sexual orientation, race, ethnicity, body type/size, religion, and personal style.

III. DRESS CODE POLICY

The primary responsibility for a student's attire resides with the student and parents or guardians. The school district and individual schools are responsible for seeing that student attire does not interfere with the health or safety of any student, and that student attire does not contribute to a hostile or intimidating atmosphere for any student.

Students should be given the most choice possible in how they dress for school. Any restrictions must be necessary to support the overall educational goals of the school and must be explained within the dress code.

1. **Basic Principle: Certain body parts must be covered for *all* students**

Clothes must be worn in a way such that genitals, buttocks, and nipples are covered with solid material. **All items listed in the "must wear" categories below must comply with this basic principle.**

2. **Students MUST Wear:**

- Shirt
- Bottom: pants/sweatpants/shorts/skirt/dress/leggings
- Shoes; activity-specific shoes requirements are permitted (for example for sports)

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3. Students CANNOT Wear:

- Violent language or images.
- Images or language depicting drugs, alcohol, and/or gang-related (or any illegal item or activity).
- Hate speech, profanity, pornography.
- Images or language that creates a hostile or intimidating environment based on any protected class.
- Visible underwear.
- Bathing suits.
- Masks or headgear that obscures the face (except as a religious observance).

IV. DRESS CODE ENFORCEMENT

A school dress code is only as effective and fair as its enforcement.

- Enforcement should be consistent with a school's overall discipline plan. Failure to comply with the student dress code should be enforced consistently with comparable behavior and conduct violations, including access to a student advocate or ombudsperson and appeals process.
- Violations should be treated as minor on the continuum of school rule violations.
- Students should never be removed from a classroom / lose class time solely because of a dress code violation. Students should never be forced to wear extra school clothing (that isn't their own) when they are in violation of the code. They can be asked to put on their own onsite clothing, if available, to be dressed more to code.
- Students' parents should never be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.
- No student should be disproportionately affected by dress code enforcement because of gender, race, body size, or body maturity.
- The dress code should be clearly conveyed to students, not just in the student handbook which rarely gets read, but in other ways, too, such as posters, newsletters, etc.
- Students should 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 kneeling or bending over to check attire fit, measuring straps or skirt length, asking students to account for their attire in the classroom, and directing students to correct a dress code violation during instructional time.

