



The Academy Secondary Dress Code Policy

Pursuing Truth, Wisdom, Excellence

Mission Statement: The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character and relationships.

Background

The following specifies standards of student dress that promote a positive and safe learning environment. The Secondary Administrative Team shall regularly review the following guidelines and may establish additional school rules and enforcement procedures governing student dress so long as such rules are not contrary to this regulation. All staff members shall enforce the school's dress codes on the school campus and at any school-sponsored activity.

Purpose

The Academy Board recognizes that responsibility for the dress and appearance of students generally rests with individual students and families. This dress code creates opportunities for individual expression given that students follow some basic universal requirements. It creates an environment where everyone can feel comfortable while promoting equal and consistent enforcement. Students will be prepared to enter into the broader world with an understanding and acceptance of different people. This dress code is founded upon the following values:

- The dress code is implemented consistently, to ensure equal treatment for all students;
- Staff and other students allow for expression while maintaining dress code standards;
- The dress code is clear so that it is enforced consistently between various staff members or students; and
- Students are able to wear clothing that they are comfortable with, as long as it meets the basic requirements.

General Guidelines

There are some pieces of clothing that are required for the student body. As such, students *must* honor the following:

- Shirts, bottoms, and shoes that meet the following standards are a requirement at all times:
 - Shirts that have fabric in the front going down to at least the top of the belly button, bottom of the back, and connect under the arms;
 - Buttocks must be fully covered with opaque fabric no shorter than the upper thigh; and
 - Shoes of any variety (there may be cases where shoes can be removed for a specific activity, but they must be put back on as soon as the activity is done);
- Private areas of the body must be covered with opaque fabric;
- Undergarments must be covered with exceptions of bra straps and waistbands;
- Facial features including the eyes, nose, mouth, and surrounding area must always be visible and displayed in a way that does not make a student unidentifiable; and
- Certain classes and activities may require specific attire.

It is worth noting that some items are specifically allowed. As long as students comply with the standards outlined above, their attire is acceptable. The following list meant to illustrate examples and is not exhaustive:

- Shirts including spaghetti straps, strapless tops, tank tops, halter tops, and muscle shirts that meet the basic requirements;
- Bottoms that include holes in jeans and opaque leggings;

- Religious or cultural headwear and accessories;
- Makeup, tattoos, and dyed hair;
- Earrings, nose rings, navel rings, and any other jewelry or piercings; and
- Bandanas, bows, or other hair accessories.

Students *cannot* wear the following:

- Clothing featuring hate speech targeting race, ethnicity, gender, sexual orientation, religious affiliation, health conditions, or other protected groups;
- Violent images or language;
- Attire containing profanity;
- Items that clearly promote any illegal activity;
- Items that promote the use of drugs or alcohol;
- Attire that is pornographic or contains nudity; and
- Hats, hoodies with hoods up, or beanies with exceptions for religious, cultural, or medical reasons.

Approaching Implementation

The Secondary Administrative Team will be responsible for implementing the dress code. Positive reinforcement is the priority. When discussing a student's dress with them, there is a possibility that staff can harm a person's self-image. Staff can approach students regarding their dress in positive ways that prevent this. When staff approach a dress code violation regarding a student, there is a difference between the intent and the impact due to specific actions or words used. Although a staff member may have good intentions, the way they choose to address the issue can have drastic effects on the student's perception. It is important to counteract this by using considerate words and body language. The ultimate goal when addressing the dress code is to support the student and work with them to resolve the issue, not to criminalize or diminish them. Dress code concerns should be discussed in a private manner. During such a discussion, students should not be shamed for their attire. Shaming can look like:

- Asking students to account for their attire in front of others;
- Accusing students of being distracting;
- Measuring the length of straps, bottoms, or skirts;
- Hand motions such as waving or pointing at a student's body; or
- Joking about a student's appearance.

Staff will not implement the dress code differently based on a person's gender identity, body type, sexuality, health conditions, or other qualities. Staff will use inclusive and positive language to explain the issue. If students are not able to correct the dress code infraction with their own clothing, they may be issued clean Academy shirts, jackets or hoodies to cover but not replace their current clothing.

Complaint Resolution Process

If a student has an issue with the way they are impacted by the implementation of the dress code, it can be addressed in one of the following ways:

- The student may report their complaint to the Counseling Department;
- The student may report their complaint to a trusted staff member; or
- The student may advocate for themselves directly with the Secondary Administrative Team.

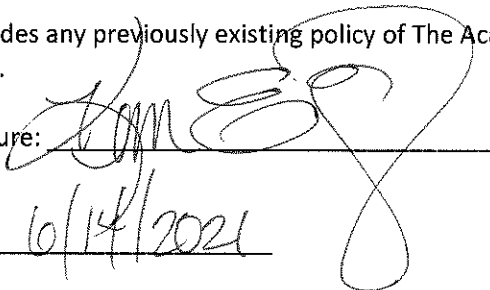
If a staff member has a concern with dress code implementation, they should speak with their level administrator or direct supervisor.

All other Academy Board policies will remain in full force. All discrepancies between this policy and others shall be brought to the attention and resolved by the CEO, or designee.

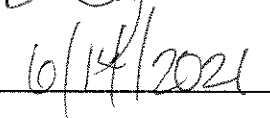
POLICY HISTORY

This policy supersedes any previously existing policy of The Academy of Charter Schools pertaining to the content herein.

Board Chair Signature: _____

A large, stylized handwritten signature in black ink, written over a horizontal line. The signature is cursive and appears to be the name of the Board Chair.

Date of Adoption: _____

The date "10/14/2021" is handwritten in black ink over a horizontal line.

LEGAL REF.: C.R.S. § 22-32-109.1(2)(a)(1x)

