

Proposed Revision:
BP/AR 5132 - Student Dress Code

June 26, 2018

Educational Services

Presentation Goals

- Summarize context for workgroup
- Review key elements of current AUSD Policy
- Summarize workgroup process
- Review key elements of revised policy (recommendations)
- Recommended next steps/timeline

Dress Code Workgroup Context

- Formed in spring 2018 following stakeholder input at BOE meetings
- Met throughout spring 2018
- Includes students and faculty (teacher and admin)
- Reviewed current policy/practices, reviewed model policy language, conducted focus groups, and engaged site staff

Goals Stated in LMS Presentation to SSC/Staff

- Students should be able to dress comfortably for school and engage in the educational process without fear of or actual unnecessary discipline or body shaming
- Specific groups of people should not be singled out – Everyone belongs here!
- Minimize barriers to student success and maximize learning time

Current AUSD Policy (BP/AR 5132)

Key language from Board Policy:

- The Board of Education believes that appropriate dress and grooming contribute to a productive learning environment.
- The Board expects students to give proper attention to personal cleanliness and to wear clothes that are suitable for the school activities in which they participate.
- Students' clothing must not present a health or safety hazard or a distraction which would interfere with the educational process.

Current AUSD Policy (BP/AR 5132) cont.

Key guidelines in administrative regulation:

- Shoes at all times; sandals must have heel straps; no thongs or backless shoes/sandals
- No writing, pictures, or insignia that are crude, vulgar, profane, sexually suggestive, or that bear drug, alcohol, or tobacco content, or which advocate racial, ethnic, or religious prejudice
- Hats, caps, and other head coverings shall not be worn indoors
- Clothes sufficient to conceal undergarments – no see-through or fish-net fabrics, halter tops, off-the-shoulder or low-cut tops, bare midriffs, and skirts or shorts shorter than mid-thigh

Current AUSD Policy (BP/AR 5132) cont.

- No gym shorts outside of physical education
- No hair spray/coloring that would drip when wet.
Hair shall be clean and neatly groomed
- No dress/accessories that are obscene, libelous, slanderous, unsafe, dangerous, health hazard, or create substantial disruption
- No offensive, obscene, or gang-related tattoos

Workgroup Process

- Reviewed current AUSD Policies
- Conducted ‘policy and practice crosswalk’ across sites
 - Majority of proposed language aligns with recent pilot at Lincoln MS and current practices across high schools
- Reviewed model policies including:
 - Evanston Township High School
 - Oregon National Organization for Women (NOW) model language
- Drafted proposed revisions based on model language
- Shared with stakeholders for input
- Revised proposed language

Proposed Policy Revisions: Introduction Highlights

The Board of Education believes that:

- All students should be able to dress comfortably for school without fear of or actual unnecessary discipline or body shaming.
- An individual student's clothing/self-expression should not be regulated based upon another student or staff member's personal perspective or discomfort.
- Staff can focus on their jobs 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.

Proposed Policy Revisions: Introduction Highlights

There are many purposes for policy governing student dress. The most important purposes include:

- Maintain a safe learning environment in classes where protective or supportive clothing is needed.
- Allow students to wear clothing of their choice that is comfortable.
- Allow students to wear clothing that expresses their self-identified gender.
- Allow students to wear religious attire without fear of discipline or discrimination.
- Prevent students from wearing clothing with offensive images or language, including profanity, hate speech, and pornography.
- Prevent students from wearing clothing with offensive images or language depicting or advocating violence or the use of alcohol or drugs.
- Ensure that all students are treated equitably regardless of gender/gender identification, sexual orientation, race, ethnicity, body type/size, religion, and personal style.

Proposed Policy Revisions: Key Elements

- Basic Principles
- MUST
- MAY
- CANNOT
- Training and Enforcement

Proposed Policy: Basic Principles

- All students are encouraged to dress in a manner that is comfortable and conducive to an active school day.
- Students should be able to wear clothing without fear of or actual unnecessary discipline or body shaming.
- The student dress code should serve to support all students to develop a body-positive self-image.

Proposed Policy: Students MUST Wear

- Top
- Bottom
- Shoes
- Clothing that covers specific body parts (genitals, buttocks, and areolae/nipples) with opaque material

Courses that include attire as part of the curriculum (for example, professionalism, public speaking, and job readiness) may include assignment-specific dress, but it should not focus on covering students' bodies or promoting culturally-specific attire. Activity specific shoe requirements are permitted (Examples include but are not limited to physical education and shop class.)

Proposed Policy: Students MAY Choose to Wear

- Hats, including religious headwear
- Hoodie sweatshirts (over head is allowed)
- Fitted pants, including leggings, yoga pants, and “skinny jeans”
- Sweatpants, shorts, skirts, dresses, pants
- Midriff baring shirts
- Pajamas
- Ripped jeans, as long as underwear is not exposed
- Tank tops, including spaghetti straps, halter tops, and “tube” (strapless) tops
- Athletic attire
- Clothing with commercial or athletic logos provided they do not violate the guidelines in the ‘CANNOT Wear’ section below
- Sun-protective clothing, including but not limited to hats, for outdoor use during the school day (Education Code 35183.5)

Proposed Policy: Students CANNOT Wear

- Violent language or images
- Images or language depicting drugs or alcohol (or any illegal item or activity) or the use of same
- Hate speech, profanity, pornography
- Images or language that create a hostile or intimidating environment based on any protected class
- Visible underwear or bathing suits of similar design - visible waistbands or straps on undergarments worn under other clothing are not a violation
- Helmets, hoods, or other headgear that obscures the face (except as a religious observance)

Proposed Policy: Training

- *All staff* should be trained to understand the purpose/spirit of the code, the actual code, and how to enforce with the least impact on student learning and self-confidence.
- *All staff* must enforce the district dress code consistently, once it is adopted. *All staff* should not have discretion to vary the requirements in ways that lead to discriminatory enforcement.
- *All staff* should be trained and able to use student/body-positive language to explain the code and to address code violations.

Proposed Policy: Enforcement

- Consistent with overall discipline plan
- Limited to safety and non-violence/non-discrimination – no messages based on body maturity
- Violations to be treated as minor on continuum
- No removal from class for violations unless violating the ‘CANNOT or MUST’ sections – loss of class time kept to minimum
- No forcing students to wear extra clothing that is not theirs
- Parents/guardians should not be called during day to bring alternative clothing unless by student request
- No disproportionate impact because of gender, race, body size, body maturity
- No shaming, requiring display of body, measuring body parts

Proposed Pilot Language

2018-19 Pilot

- This revised administrative regulation shall be piloted during the 2018-19 school year.
- The Superintendent or designee shall gather the input of students, staff, and parents/guardians on the effectiveness of implementation. Specific data collected shall include the frequency of dress-related disciplinary action.
- Results and recommendations shall be presented to the Board of Education no later than December 2018 and May 2019. The Superintendent or designee shall, no later than May 2019, present final recommendations for the continuation of this administrative regulation including any recommended revisions.

Proposed Next Steps

- August 2018:
 - Provide proposed policy revisions to sites for training and discussion
 - Implementation of pilot
- Fall 2018:
 - Follow-up Survey and focus groups
 - Support sites in structured discussion of policy elements
- Spring 2019:
 - Revise proposed policy language and present to BOE
- Fall 2019:
 - Full implementation
- Ongoing monitoring and revisions as needed

Questions?