



The WHY: In the event that students misbehave and do not abide by the principles outlined in the Guidelines for the progressive code of conduct: dress and grooming (below). NMCHS will use the “restorative practices” approach to discipline. Restorative practices are grounded in “restorative justice,” a new way of looking at wrongdoing that focuses on repairing the harm done to people and the relationship rather than on “punishing” offenders. Restorative practices are based on the belief that human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things with them, rather than to them or for them. The most critical function of restorative practices is restoring and building relationships. Students and staff members must meet with those they have wronged, explore what happened, and make necessary amends. The restorative practices process can happen in groups as small as three and as large as a whole class.

In an effort to support our conditions for learning where we collectively strive to create a space where students are safe, students are supported, students are challenged, and students are socially capable; the following Dress and Grooming Board Policy is in place.

The Governing Board believes that appropriate dress and grooming contribute to a productive learning environment. The Board expects students to wear clothing that is suitable for the school activities in which they participate. Students shall not wear clothing that presents a health or safety hazard or is likely to cause a substantial disruption to the educational program. (BP 5132)

The following guidelines shall apply to all regular school activities:

1. Clothing, jewelry, and personal items shall be free of writing, pictures, or any other insignia which is vulgar, lewd, obscene, profane, or sexually suggestive or which promotes the use of alcohol, drugs, tobacco, or other illegal activity. Attached to this guideline you will find a list of currently identified drug, alcohol and gang related lifestyle apparel that is not acceptable for school use.
2. Appropriate shoes must be worn at all times.
3. Hats, caps, and other head coverings shall not be worn indoors. Students shall be allowed to wear sun-protective clothing, including but not limited to hats, for outdoor use during the school day. (Education Code 35183.5)
4. Clothes shall be sufficient to conceal undergarments. See-through tops and bare abdomens are prohibited.
5. NO RED, NO BLUE apparel (no more than 50% of RED or BLUE)

The dress code shall be modified as appropriate to accommodate a student's religious or cultural observance, health condition, or other circumstance deemed necessary by the principal or designee. In addition, the principal or designee may impose dress requirements to accommodate the needs of special school activities, physical education classes, athletic activities, and other extracurricular and co-curricular activities.

No grade of a student participating in a physical education class shall be adversely affected if the student does not wear standardized physical education apparel because of circumstances beyond the student's control. (Education Code 49066)

Guidelines for Dress Code

The following guidelines shall apply to all on-campus and off-campus school activities:

1. Shoes must be worn at all times. Sandals must have heel straps. Thongs or backless shoes or sandals are not acceptable.
2. Clothing, jewelry, and personal items (backpacks, fanny packs, gym bags, water bottles, etc.) shall be free of writing, pictures, or any other insignia which are crude, vulgar, profane, or sexually suggestive, which bear drug, alcohol, or tobacco company advertising, promotions, and likenesses, or which advocate prejudice based upon racial, ethnic, religion, national origin or immigration status.
3. Hats, caps, and other head coverings shall not be worn indoors (except for religious beliefs)
4. Wearing official Condor hats, beanies, or headwear that is solid black, grey, or white in color without logos is highly recommended. Other hats may be worn, but they **MUST** be solid black and/or grey. Students should **NOT** wear any hats that are red, blue, or have any shades of red or blue.
5. **NO SOLID RED, NO SOLID BLUE** apparel (no more than 50% of RED or BLUE visible)
6. Clothes shall be sufficient to conceal undergarments at all times. See-through or fish-net fabrics, halter tops, off-the-shoulder or low-cut tops, bare midriffs, and skirts or shorts that are considered too revealing and are shorter than mid-thigh are prohibited.
7. Coaches and teachers may impose more stringent dress requirements to accommodate the special needs of certain sports or classes. (High School Administration must approve the request of the coach or teacher prior to action.)
8. Attire or items which may be used as a weapon may not be worn, including but not limited to steel-toed boots, chains, items with spikes or studs, and other items deemed a safety concern and inappropriate by the high school administration.
9. Administrative exceptions may be made in regard to grooming and dress. These exceptions, verified by the administrator, shall include (but will not be limited to):
 1. Sincerely held religious beliefs
 2. Valid medical reasons

Progressive Discipline of Dress and Grooming Code Violations

Standard Violations:

Students will be required to groom and/or change clothing when apparel or grooming is in violation of Dress and Grooming Code (BP 5132, AR 5132). Apparel in violation will be confiscated upon each incident. All items confiscated will be held in a locked container and released to the student and/or parent within 24 hours of the incident.

If a parent/guardian or student disagrees with the site administrator's decision on a standard violation, the parent/guardian or student may attempt to resolve the problem by requesting a personal conference with the site administrator.

Students with persistent (more than 3 in one school year) or egregious violations (unsafe or harmful to others) of the dress and grooming code will be subject to the progressive discipline plan as follows:

First Notice of Habitual Violation: The student will be counseled by school guidance team member and be required to change clothing and/or confiscation of items (released to student).

Second Notice of Habitual Violation: Change of clothing and/or confiscation of items (released to student) and student conference resulting in student dress code agreement.

Third Notice of Habitual Violation: Parent/ Guardian contact, change of clothing and/or confiscation of items (released to parent/guardian), and afterschool detention.

Fourth Notice of Habitual Violation: Parent/ Guardian contact, change of clothing and/or confiscation of items (released to parent/guardian). Further disciplinary action, up to a behavior contract, and/or suspension/expulsions will be under the discretion of the high school administration and district office as permitted by state law and/or district policy/regulation.

Dangerous or Disruptive Violations

Dress and grooming violations that cause actual disruptions of the educational environment, that result in actual violation of law or other school rules, including hate-crime laws, or that cause actual injury may result in district administration contacting local law enforcement agencies. It is the discretion of the District Administration, to initiate more serious disciplinary actions, with consequences up to and including expulsion; depending upon the nature and seriousness of the incident.

Cellular Phones & Other Mobile Devices

Students may possess or use on school campus personal electronic signaling devices, including but not limited to cell phones, iPod/Mp3 players, earbuds, and headphones, provided that the devices do not disrupt the educational program or school activity and are not used for illegal or unethical activities such as cheating on assignments or tests.

These devices shall be turned off in class, except when being used for a valid instructional or other school-related purpose as determined by the teacher or other district employee, and at any other time directed by a district employee. Any device with camera, video, or voice recording function shall not be used in any manner which infringes on the privacy rights of any other person.

If students choose to bring electronics and/or cell phones to school, they must abide by the following rules:

1. PEDs must be turned off and out of sight during class time unless otherwise directed by the teacher for instructional purposes.
2. PEDs must be turned off and out of sight when students are out of class with a hall pass during class time.
3. PEDs may be used during passing periods, brunch, and lunch only if hearing is not restricted.

Consequences for violation of the Personal Electronics Device Policies will be as follows:

First Offense: May be picked up at 3:30 pm from the Campus Supervisor's Office

Second Offense: May be picked up the following day at 3:30 pm from the Campus Supervisor's Office

Third Offense: Parent/Guardian must come to pick it up from the Assistant Principal's Office (upon the availability of the Assistant Principal), and parent and student must sign a PEDs agreement.