

Hand Middle School - Student Dress Code

STUDENT DRESS CODE

Dress Code Philosophy

Hand Middle School's student dress code supports equitable educational access and is written in a manner that does not reinforce stereotypes. To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently and in a manner that does not reinforce or increase marginalization or oppression of any group based on race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income, or body type/size.

Our values are:

- All students should be able to dress comfortably for school and engage in the educational environment without fear of or actual 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.
- Student dress code enforcement should be consistent, but not result in unnecessary barriers to school attendance.
- School staff should be trained and able to use trauma-informed approaches to explain the dress code and to address code violations.
- Teachers should be allowed to focus on teaching without the additional and often uncomfortable burden of dress code enforcement.
- Reasons for conflict and inconsistent and/or inequitable discipline should be minimized whenever possible.

Our student dress code is designed to accomplish several goals:

- Maintain a safe and orderly learning environment.
- Allow students to wear comfortable clothing to school.
- 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 or accessories with offensive images or language, including profanity, hate speech, and pornography.
- Prevent students from wearing clothing and accessories that denote, suggest, display or reference alcohol, drugs or related paraphernalia or other illegal activities.
- Prevent students from wearing clothing that interrupts the operation of school by disrupting the educational process.
- Prevent students from wearing clothing or accessories that reasonably can be construed as being or including content that is racist, lewd, vulgar, or that contains fighting words, speech that incites others to imminent lawless action, defamatory speech, or speech that threatens others.
- Ensure that all students are treated equally within the school environment with regards to dress.

Dress Code

Hand Middle School expects that all student will dress in a way that is appropriate for the school day or any school sponsored event. Student dress choices should respect Richland One's intent to provide a safe and orderly school environment as related to student dress (RCSD1 BOC Policy AR JICA-R) and that is inclusive of a diverse range of identities. The primary responsibility for a student's attire resides with the student and their parent(s) or guardian(s). The school is responsible for seeing that student attire does not interfere with the health or safety of any student, that the student attire does not contribute to a hostile or intimidating atmosphere for

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any students, and that the dress code enforcement does not reinforce any stereotypes or group marginalization.

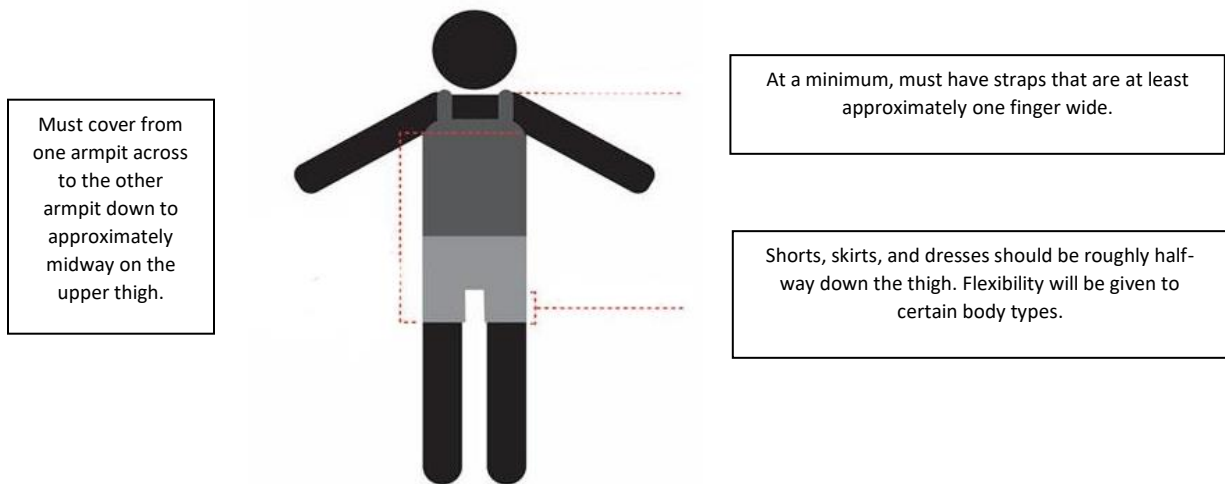
#1 – Basic Principle: Certain body parts must be covered for all students at all times.

Clothes must be worn in a way such that genitals, buttocks, and breasts are fully covered with opaque fabric. All items listed in “must wear” and “may wear” categories below must meet this basic principle. Clothing must cover areas from one armpit across to the other armpit down to approximately midway on the upper thighs (see image).

#2 – Students MUST wear*, while following the basic principle above:

- A shirt with fabric in the front, back, and on the sides under the arms, AND
- Pants/jeans/leggings (for example: skirt, sweatpants, leggings, shorts, or a dress), AND
- Shoes.

**Courses that include attire as part of the curriculum (for example: NJROTC, arts performance, public speaking, job readiness, etc.) may include assignment/curriculum-specific dress requirements. Activity-specific shoes requirements are also permitted (for example: athletic shoes for PE).*



#3 – Student MAY wear, AS LONG AS these items do not violate the basic principle above:

- Religious headwear as required by one’s faith.
- Fitted pants, including opaque leggings and skinny jeans.
- Ripped jeans, as long as underwear and buttocks are not exposed and any rips or holes occur beyond mid-thigh area.
- Tank tops, as long as the straps are approximately one finger wide.
- Athletic attire.
- Hoodie sweatshirts, as long as the hood IS NOT worn in the building.

#4 – Students MAY NOT wear:

- Violent language or images.
- Images or language depicting/suggesting drugs, alcohol, vaping or paraphernalia, gang-related images/statements (or illegal item or activity).
- Hate speech, profanity, pornography.
- Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups.

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- Any clothing that reveals visible undergarments (visible bra straps are allowed with tank tops and spaghetti strap tops).
- Swimsuits.
- Accessories that could be dangerous or could be used as a weapon (chains, hooks, etc.)
- Any item that obscures the face or ears (except as a religious observance). Hats and hoods may ONLY be worn outside and are NOT ALLOWED to be worn in the building.

#5 – Dress Code Enforcement

To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below.

- Students will only be removed from spaces, hallways, or classrooms as a result of an extreme dress code violation as outlined in Section 1 and 4 above. Students in simple violation of Section 1 and/or 4 will be provided three options to be dressed more to code during the school day by the teacher within the first 5-10 minutes of the class period:
 - Students will be asked to put on their own alternative clothing, if already available at school, to be dressed more to code for the remainder of the day.
 - Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day. A “student closet” will be maintained in the ISS Classroom. Laminated passes for each teacher will be created in the event a student needs to report to ISS to acquire appropriate clothing.
 - If necessary, the students’ parent(s) may 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 affected by dress code enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.
- Students should not be shamed or required to display their body in front of others (students, parents, or staff) in school. Shaming could include, but is not limited to:
 - Kneeling or bending over to check attire fit.
 - The measuring of clothing (strap width, skirt length)
 - Asking students to account/explain their attire in the classroom or hallways in front of others.
 - Calling out students publicly for apparent dress code violations in a manner that could be perceived as embarrassing to the student.
 - Accusing students publicly of “distracting” other students with their clothing.
- Dress code violations as outlined in Section 1 or 4 will be documented in ABE by staff members if repeated incidences of noncompliance with the code occurs, administrators reserve the right to apply formal discipline including, but not limited to: 1) parent phone call, 2) detention, 3) in-school suspension, 4) out-of-school suspension.
- Administration reserves the right to have the final say with regards to the interpretation of the dress code and whether a student is truly in violation. If something isn’t blatantly inappropriate, our goal is to keep children in their classrooms and avoid unnecessary referrals. However, a safe and orderly learning environment must be maintained at all times.