

## Students

### Student Dress and Appearance

#### I. Purpose

This policy enhances the education of students by establishing expectations of dress and appearance that are related to educational goals, promote school unity, enhance student safety, and permit appropriate freedom of expression.

#### II. General Statement of Policy

This school district encourages students to be dressed and groomed appropriately for school district activities. This is a joint responsibility of the student and the student's parent(s) or guardian(s).

#### III. Goals

A. The parameters in this policy concerning students' dress and appearance (including body markings) are intended to:

1. Maintain a safe learning environment in classes and at activities where protective or supportive clothing, or clothing appropriate for the weather, class, or activity, is needed.
2. Allow students to wear religious attire without fear of discipline or discrimination.
3. Ensure that all students are treated equitably and with respect regardless of race, sex, gender identity, gender expression, religion, cultural observance, household income, or body type/size.
4. Prevent students from wearing clothing or accessories that are lewd, vulgar, obscene, offensive, defamatory, profane, advocate violence or harassment against others, or are likely to cause substantial disruption or material interference with school district activities including, but not limited to, profanity, hate speech, and pornography.

It is not the intention of this policy to abridge the rights of students to express political, religious, philosophical, or personal opinions by wearing apparel on which such messages are stated.

## IV. Clothing

### A. Requirements

1. Certain body parts are required to be covered by all students at all times in order to avoid substantial disruption or material interference with ~~school~~ **district** activities. Clothes must be worn in a way such that genitals, buttocks, and nipples are fully covered with opaque (not transparent) fabric.

### B. Students must wear:

1. A shirt with fabric in the front, back and on the sides under the arm, AND,
2. Pants/jeans or equivalent (for example, a skirt, sweatpants, leggings, a dress, or shorts), ~~AND,~~ **and**
3. Footwear.

### C. Students cannot wear:

1. Clothing or accessories depicting violent language or images.
2. Clothing or accessories depicting images or language depicting or promoting: any illegal item or activity, drugs, alcohol, hate speech, promotion of threat/hate groups including gangs or supremacist groups, profanity, or pornography. This includes: emblems, badges, symbols, signs, words, objects or pictures on clothing or accessories communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group, evidences gang membership or affiliation, or approves of, advances or provokes any form of religious, racial or sexual harassment and/or violence against other individuals as defined in district policy.
3. Images or language that create a hostile or intimidating environment.
4. Swimsuits (except as required in class or athletic practice).
5. Accessories that could be considered dangerous or could be used as a weapon.
6. Any item that obscures (conceals) the face (except as a religious observance **or for health/medical reasons**) including, but not limited to, masks, face paint, or grooming.
7. Wearing clothing or footwear that may damage ~~school~~ **district** property.

- D. The wearing of non-religious hats/caps will be determined at each site by the principal or their designee or department/program supervisor.
- E. These dress code guidelines will apply to regular school days and summer school days, as well as to any school district-related events and activities such as educational travel, graduation ceremonies, dances, and prom. The site principal or their designee or department/program supervisor may make exceptions to this policy if necessary and/or appropriate under the circumstances (e.g., green face paint on spirit days, etc.). The site principal or their designee or department/program supervisor must give explicit permission in making the exception.

## V. Appearance

- A. No provision in this policy will limit a student's right under the Minnesota CROWN Act which protects against discrimination due to a student's natural hair, including but not limited to hair texture and hair styles such as braids, locks, and twists.
- B. In accordance with state statutes American Indian students may wear American Indian regalia, Tribal regalia, or objects of cultural significance at a graduation ceremony.

## Legal References:

U. S. Const., amend. I

Minn. Stat. § 124D.792 (Graduation Ceremonies; Tribal Regalia and Objects of Cultural Significance)

Minn. Stat. § 363A.03, §subd. 36a (Definitions - Race)

*Tinker v. Des Moines Indep. Sch. Dist.*, 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)

*Stephenson v. Davenport Cmty. School Dist.*, 110 F.3d 1303 (8<sup>th</sup> Cir. 1997)

*D.B. ex rel. Brogdon v. Lafen*, 217 Fed.Appx. 518 (6<sup>th</sup> Cir. 2007)

*Lowry v. Watson Chapel Sch. Dist.*, 540 F.3d 752 (8<sup>th</sup> Cir. 2008)

*B.W.A. v. Farmington R-7 Sch. Dist.*, 554 F.3d 734 (8<sup>th</sup> Cir. 2009)

*B. H. ex rel. Hawk v. Easton Area School Dist.*, 725 F.3d 293 (3<sup>rd</sup> Cir. 2013)

*Hardwick v. Heyward*, 711 F. 3d 426 (4<sup>th</sup> Cir. 2013)

*Hicks v. Halifax County Bd. of Educ.*, 93 F.Supp.2d 649 (E.D.N.C. 1999)

*Madrid v. Anthony*, 510 F.Supp.2d 425 (S.D. Tex. 2007)

*McIntire v. Bethel School, Indep. Sch. Dist. No. 3*, 804 F.Supp. 1415 (W.D. Okla. 1992)

*Olesen v. Bd. of Educ. of Sch. Dist. No. 228*, 676 F.Supp. 820, 44 Educ. L. Rep. 205 (N.D. Ill. 1987)

Cross References:

Policy 413 (Harassment and Violence [Prohibition, Students and Employees](#))

Policy 506 (Student Conduct and Discipline)

Policy 526 (Student Hazing Prohibition)

Policy 609 (Religion)

Policy

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INDEPENDENT SCHOOL DISTRICT NO. 273

Edina, Minnesota

## Appendix I to Policy 504

### Implementation of Student Dress and Appearance

#### I. Procedures

Staff will always strive to maintain sensitivity and respect in administering this policy.

- A 1. Dress code violations will be discussed in a manner that minimizes student embarrassment and disruption from class.
- B 2. Students in violation will be provided the following options to comply with the student dress and appearance policy during the school day:
  - 4a. Students in violation will be asked to put on their own alternative clothing, if already available at school, in order to better align with district policy for the remainder of the day.
  - 2b. If alternative personal clothing is not available, students will be provided with temporary school clothing to be dressed more to code for the remainder of the day. ~~a~~ Clothing provided to the student should not create an environment of shaming and should be as inconspicuous as possible.
- ~~C~~3. No student should be affected by dress code enforcement because of racial identity, gender identity or expression, gender stereotypes, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.
- ~~D~~4. Student 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:
  - ~~1~~—a. Kneeling or bending over to check attire fit.
  - ~~2~~—b. Measuring clothing.
  - ~~3~~—c. Asking ~~a~~ students to account for their attire in the classroom or in the hallways in front of others.
  - ~~4~~—d. Failing to exercise professional discernment or discretion when speaking to ~~a~~ students about their dress ~~and~~ or appearance.

#### Appendix

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revised: \_\_\_/\_\_\_/\_\_\_