

## **Dress & Grooming Guidelines**

**Final Revision: November 14, 2022**

**Implementation Date: November 29, 2022**

Fairfield Area School District recognizes that each student and their parent/guardian hold the primary responsibility for determining the student's personal attire, hairstyle, jewelry, and personal items (e.g., backpacks, book bags). The District and its schools are responsible for ensuring that student attire, hairstyle, jewelry, and personal items do not interfere with the health or safety of any student and does not contribute to disrupting the learning environment for any student.

Students have the right to be treated equitably. Students should be able to dress and style their hair for school in a manner that expresses their individuality without fear of discipline. Enforcement of the Dress & Grooming Guidelines will not create disparities, reinforce or increase marginalization of any group, nor will it be more strictly enforced because of race, racial identity, ethnicity, gender, gender identity, gender expression, gender nonconformity, sexual orientation, cultural or religious identity, socio-economic status, body size/type, or body maturity.

### **Students must wear clothing that is not overly revealing:**

- Top (shirt, blouse, sweater, sweatshirt, tank, etc.) extending to the waistline, when standing, on all sides (any top that does not, must be covered by a top that does extend to the waistline on all sides);
- Bottom (pants, shorts, skirt, dress, etc.); and
- Footwear.

### **Students may not wear clothing, jewelry, or personal items that:**

- Are pornographic, display sexual messages, double innuendos or profanity, contain threats, or that promote illegal or violent conduct such as the unlawful use of weapons, drugs, alcohol, tobacco, or drug paraphernalia.
- Demonstrate hate group association/affiliation and/or use hate speech targeting groups based on race, ethnicity, gender, sexual orientation, gender identity, religious affiliation, or other protected groups;
- Demonstrate gang association/affiliation;
- Cover the head (hats or hoodies, except on authorized days, as announced, or worn in observance of a student's religion, as detailed below);
- May cause damage or injury to persons or school property (spikes, chains, etc.).

Sunglasses are not to be worn during school hours unless for medical reasons. A doctor's note should be submitted to the respective building office for any student needing sunglasses.

The District may require additional student attire protocol when necessary to ensure safety in certain academic settings (e.g., physical activity, science, Vocational Agriculture, Technology Education, or Career and Technical Education courses).

Attire worn in observance of a student's religion are not subject to the Dress & Grooming Guidelines. Students may wear any religiously, ethnically, or culturally-specific head coverings or hairstyles, such as hijabs, yarmulkes, headwraps, braids, dreadlocks, and cornrows.

## **Enforcement**

Building-level administrators are required to ensure that all staff are aware of and understand these Dress & Grooming Guidelines.

Adults should not touch students or their clothing to correct dress code violations and should not require students to remove prohibited clothing in public spaces.

Staff will use reasonable efforts to avoid dress-coding students in front of other students and staff. Dress-coding is the act of issuing detention, being sent home for, calling home for a change of clothes due to, or sending a student to the principal's office for the infraction of breaking the dress code. Further, no student shall be referred to as "a distraction" due to their appearance or attire.

Students shall not be disciplined or removed from class (i.e. sent to the principal's office without the opportunity to remedy the attire/change clothes) as a consequence for wearing attire in violation of these Dress & Grooming Guidelines unless the attire creates a substantial disruption to the educational environment, poses a hazard to the health or safety of others, or factors into a student behavior rule violation such as malicious harassment or the prohibition on harassment, intimidation, and bullying. One way to remedy the attire is to turn a garment inside out. Though not disciplinary in nature, a student may be instructed to leave their classroom briefly to change clothes but will be expected to return promptly to minimize loss of instruction time.

Typical consequences for a violation of the Dress & Grooming Guidelines include parent/guardian contact or conference and the directive to cover, change, or remove the non-complying attire. The Principal, or their designee, should notify a student's parent/guardian of the school's response to violations of the Dress & Grooming Guidelines. Consequences may be more severe for ongoing violations.

**Administration will exercise final discretion on judging each infraction.**