

JZZB. Dress Code Policy

PURPOSE

The primary responsibility for a student's attire resides with the student and parents or guardians. The school district and individual schools are responsible for seeing that student attire does not interfere with the health or safety of any student and that the student attire does not contribute to a hostile or intimidating atmosphere.

The community and all of Norfolk Public School staff are responsible for improving school climate, safety, and attendance of all Norfolk Public School students. Community members and NPS staff establish the environment, within which the students will learn to their intellectual potential, to develop appropriate and acceptable social/emotional skills, and to become productive members of the community and society as a whole.

In order to ensure that the educational process is conducted in an environment where safety risks, disruption, and distraction are minimized, all students will adhere to: (1) the standards set forth in the Norfolk Public Schools' (NPS) Dress Code and (2) any requirements at individual schools that have properly adopted a uniform policy.

For those schools with student uniform requirements, enforcement must be equitable, with no group experiencing disproportionate enforcement, specifically based on gender, sexual orientation, race, or body type. It is the responsibility of the principal or designee to determine if a student is dressed appropriately under the school's Uniform Dress Code.

GOALS

- Maintain a safe learning environment in classes where protective or supportive clothing is needed, such as chemistry/biology (eye or body protection), dance (bare feet, tights/leotards), or PE (athletic attire/shoes).
- 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 or accessories with offensive images or language, including profanity, hate speech, and pornography.
- Prevent students from wearing clothing or accessories that denote, suggest, display or reference alcohol, drugs or related paraphernalia or other illegal conduct or activities.
- Prevent students from wearing clothing or accessories that will interfere with the operation of the school, disrupt the educational process, invade the rights of others, or create a reasonably foreseeable risk of such interference or invasion of rights.
- Prevent students from wearing clothing or accessories that reasonably can be construed as being or including content that is racist, lewd, vulgar or obscene, or that reasonably can be

construed as containing speech that incites others to imminent lawless action, defamatory speech, or threats to others.

- Ensure that all students are treated equitably regardless of race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income or body type.

RESPONSIBILITIES

1. Student Responsibility. Students are responsible for complying with the NPS dress code during school hours and school sponsored activities.
2. Staff Responsibility. Staff are responsible for communicating and equitably enforcing the division dress code during school hours and school-sponsored activities.
3. Parent Responsibility. Parents or guardians are responsible for ensuring student compliance with the NPS dress code. Parents or guardians of students requiring accommodation for religious beliefs, disabilities, or other good causes should contact the principal or principal's designee.

DRESS CODE

Norfolk Public schools expects that all students will choose to dress or carry on or about their person only items/images that are appropriate for the school day or for any school-sponsored event. Student choices should respect Norfolk Public Schools' intent to sustain a community that is inclusive of a diverse range of identities. The primary responsibility for a student's choices resides with the student and parent(s) or guardian(s). The school district is responsible for ensuring:

- Student choices do not interfere with the health or safety of any student.
- Student choices do not contribute to a hostile or intimidating atmosphere for any student.
- Dress code enforcement 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.

Any restrictions imposed upon a student's choices in this area must be necessary to support the overall educational goals of the school and must be explained clearly to the student and parent.

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

Clothes must be worn in a way such that private parts, midriffs, buttocks, and breasts are fully covered with opaque fabric. All items listed in the "must wear" and categories below must meet this basic principle.

2. Students Must Wear:

- A **Shirt/Dress** (with fabric in the front, back, and on the sides under the arms), **and/ or**
- **Pants/Shorts/Skirts or the equivalent** (for example, athletic wear or leggings), **and**
- **Shoes**

**Courses that include attire as part of the curriculum (for example, professionalism, public speaking, and job readiness) may include assignment-specific dress, but should not focus on covering bodies in a particular way or promoting culturally-specific attire. Activity-specific shoe requirements are permitted (for example, athletic shoes for PE).*

3. Students Cannot Wear: ● Violent language or images.

- Images or language depicting drugs or alcohol (or any 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.
- **Hat or hoodies on their heads in the building**
- Any clothing that reveals undergarments.
- Swimsuits (except as required in class or athletic practice).
- Accessories that could be considered dangerous or could be used as a weapon.
- Any item that obscures the face or ears (except as a religious observance).

ENFORCEMENT

1. Enforcement of this policy is the responsibility of the school administration.
2. Enforcement must be reasonably discreet, equitable, and gender neutral in implementation.
3. Enforcement should include options for reasonable remediation of the infraction that demonstrates respect and where possible, minimizes loss of instructional time.
4. Enforcement may include disciplinary actions that are consistent with other discipline policies to encourage compliance.

EXCEPTIONS AND WAIVERS

The building principal/designee and superintendent shall grant waivers where required to by law to protect fundamental constitutional rights. The parent(s) or guardian(s) of a student may request a waiver from a specific provision of this policy and any related regulations where the strict enforcement of a provision would violate the student's fundamental rights. Such requests shall be in writing and addressed to the building principal/designee of the student's school. If the building principal/designee denies the request, the parent(s) or guardian(s) may appeal their decision in writing to the superintendent or designee. There shall be no hearing in such appeals; the superintendent or designee will review the written record only. The final decision of the superintendent or designee shall be in writing. There shall be no appeal from the final decision. In order to allow appropriate attire for a particular educational or school activity, the building principal/designee has the authority to grant temporary exceptions to specific provisions of this policy and related regulations. An example of such an exception might be where a specially scheduled school event required a group of students to dress unusually on a particular day.