

Student Dress Code

Dress Code Philosophy:

Lincoln County School District'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:

- 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.
- Teachers should focus on teaching without the additional and often uncomfortable burden of dress code enforcement.
- Student dress code enforcement should not result in unnecessary barriers to school attendance.
- Reasons for conflict and inconsistent discipline should be minimized whenever possible.
- Consistent expectations for the dress code and equitable enforcement of the dress code.

Dress Code Goals:

- Maintain a safe learning environment in classes where protective or supportive clothing/footwear is needed, such as chemistry/biology (eye or body protection), dance (bare feet, tights/leotards), PE (athletic attire/shoes), or CTE (close toed shoes, hair net, etc.).
- Allow students to wear clothing of their choice that is comfortable and within the requirements of the dress code.
- 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 gang-affiliated clothing or paraphernalia.
- 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/size.

Dress Code:

1. **Basic Principle:** Certain body parts must be covered for all students at all times. Clothes must be worn in such a way that genitals, buttocks, and nipples are fully covered with fabric that cannot be seen through. All items listed in the “must wear” and “may wear” categories below must meet the Basic Principle.
2. **Students Must Wear:** While following the Basic Principle above:
 - a. A shirt (with fabric in the front, back and on the sides under the arms) AND
 - b. Bottoms (for example: pants, jeans, skirt, sweatpants, leggings, a dress or shorts) AND
 - c. Shoes; activity specific shoe requirements are permitted (for example: sports, PE, CTE courses)* Courses that include attire as part of the curriculum (for example; PE, Culinary, Band, Choir, CTE, etc.) may include assignment-specific dress.
3. **Students May Wear:** As long as items do not violate the Basic Principle above:
 - a. Hats. Hats must allow the face to be visible to staff at all times.
 - b. Religious Headwear.
 - c. Hoodie Sweatshirts. Hoods must be off at all times. (*An exception can be made by supervising staff during outdoor activities affected by inclement weather.)
 - d. Fitted pants, including non-see through leggings, yoga pants, and “skinny jeans”.
 - e. Pajamas (only allowed by the district for special activities).
 - f. Ripped Jeans, as long as underwear and buttocks are not exposed.
 - g. Midriff baring shirts.
 - h. Tank tops, including spaghetti straps, halter tops, and strapless tops.
 - i. Sleeveless shirts.
 - j. Athletic attire.
 - k. Visible waistbands on undergarments or visible straps on undergarments worn under other clothing (as long as it does not violate the Basic Principle above).
4. **Students Cannot Wear:**
 - a. Violent language or images.
 - b. Images or language depicting drugs or alcohol (or any illegal activity). *Clothing or accessories that promote family friendly establishments where alcohol is served will be permitted, unless the clothing promotes specific beverages or the consumption of substances that are illegal for school-aged children.
 - c. Hate speech, profanity, pornography.
 - d. Images or language that creates a hostile or intimidating environment based on any protected class.
 - e. Visible underwear (visible waistbands and visible straps are allowed).
 - f. Swimsuits (except as required in class, athletic participation, or school activity involving swimming).
 - g. Accessories that could be considered dangerous or could be used as a weapon.
 - h. Gang-affiliated clothing or paraphernalia.
 - i. Any item that obscures the face (except as a religious observance).
5. **Dress Code Responsibilities:**
 - a. Parent Responsibility: The responsibility for the dress and grooming of a student rests primarily with the student and his or her parents or guardians. Parents or guardians are responsible for ensuring compliance with the district dress code.
 - b. Student Responsibility: All students at all schools are responsible for complying with the district dress code during school hours and school activities.

- c. **Staff Responsibility:** To equitably enforce the district dress code without shaming students or disproportionately impacting certain student groups. Staff should be guided by the district dress code and follow the letter and spirit of the district dress code.
6. **Enforcement:** To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below. School staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement. When addressing a dress code violation with a student, it is recommended that another adult be present and at least one of the adults is the same sex as the student.
- a. Students in violation of the Basic Principle will be removed from the classroom, hallway, and other school locations.
 - b. Efforts will be made to avoid students missing class for dress code violations. If class time must be missed, it will be only as long as it takes to address and fix the dress code violation.
 - c. Students violating the Dress Code in a manner other than the Basic Principle, will be provided three options to meet the dress code:
 - i. Students may put on their own alternative clothing, if already available at school.
 - ii. Students will be provided with temporary school clothing, which will not be disciplinary in nature.
 - iii. If necessary, students' parents may be called during the school day to bring alternative clothing.
 - d. Whenever possible, student dress code violations will be addressed with the individual student privately and not in front of others (students, parents, or staff).
 - e. Staff will address dress code violations without shaming, measuring (for example: straps width, skirt length), or having students bend over or kneel to check attire fit. In addition, students should not be accused of "distracting" others with their clothing.
 - f. Under no circumstances will staff touch a student, or their clothing, attempt to remove anything from a student's body, apply or require the student to apply items like tape or Band-Aides to their skin, or use offensive words to characterize a student's dress (for example "trashy", or "ghetto").
 - g. Discipline for dress code violations will be consistent with discipline policies for comparable violations.

These dress code guidelines shall apply to school days and **ALL** school activities (for example: sporting events, dances, field trips, and graduation ceremonies).

Students who feel they have been subject to discriminatory enforcement of the dress code should contact their school's administration. If the school administration is the subject of the complaint, students should follow the complaint procedure outlined in policy KL - Public Complaints.

END OF POLICY
