

Emerson Elementary Dress Code

(1) Definitions, References, and Purpose

(a) Parent: For the purposes of this policy, parent means a custodial parent or legal guardian of a student.

(b) This policy is enacted in accordance with Salt Lake City School Board Policy S-5.

(c) In the interest of encouraging positive school spirit, maintaining a disciplined and focused educational environment, and promoting student safety, Emerson Elementary establishes this dress code policy, governing student dress at school and while participating in school-sponsored activities.

(d) Emerson Elementary students need to be ready to learn each day, which may involve the ability to move freely and adapt to various physical surroundings including various seating arrangements (tables, benches, on the floor), movement during recess or physical education, and varied learning environments and materials (community garden or art lessons).

(2) Standards for Student Dress

To establish and maintain a positive learning environment, the Emerson Elementary dress code prohibits the following:

(a) Short shorts.

The hemline of shorts and skirts may not be above the fingertips while a student is standing with arms held loosely at the side.

(b) Revealing clothing.

Examples include: see-through clothing; exposed underwear (including boxers and bras); clothing that exposes cleavage, navels, buttocks, or midriffs; and pants revealing underwear or any portion of the body below the navel.

(c) Apparel advocating or displaying illegal or inappropriate behavior or language.

Examples include clothing or jewelry that displays, advertises, promotes, or contains: obscene, profane, vulgar, or pornographic words or images; racism, violence, hate groups, or the illegal use of drugs, alcohol, or tobacco products; and language, images, or symbols of a sexual or sexist nature.

(d) Hats and hoods worn inside the building.

Hats may be worn outside.

(d) Gang symbols.

Any article of clothing, badge, sign, lettering, hairdo, jewelry, emblem, symbol, or other personal display or adornment, which is intended by a student, or is recognized or acknowledged by a student or the Metro Gang Task Force to designate a gang symbol or to signify affiliation with, participation in, or approval of a gang may not be worn.

(e) Bare feet or unsafe footwear.

Examples include: flip-flops, shoes with heels too high so that they limit or prohibit a student from participating in a learning activity, and bedroom slippers. Shoes must remain on feet during various activities (walking, running, etc.).

(f) Unsafe apparel.

Examples include clothing, jewelry, or accessories that can get caught on playground or other equipment or injure a student or other students when playing together.

(3) Application of Student Dress Code

(a) Emerson Elementary will provide notice of its dress code and the consequences for violating the dress code to parents and students through the registration process, student handbooks, or any other reasonable means.

(b) (i) The principal, or the principal's designees, are responsible for ensuring that the school dress code is consistently and fairly enforced and implemented.

(ii) The dress code must be applied uniformly and consistently by all school personnel to all students, regardless of gender or gender identity.

(iii) Students should never be ridiculed, humiliated, embarrassed, or used as an example for a dress code violation.

(c) Emerson Elementary dress code includes procedures (Section 4) outlining the consequences for dress code violations, and the due process requirements that will be provided when imposing such consequences.

(d) Emerson Elementary does not prohibit the wearing of religious attire or substantially limit religious expression. Reasonable accommodations or exemptions will be made for students with a disability, documented health or medical issue, or a religious belief that is substantially affected by the dress code.

(e) (i) Parents seeking an accommodation or exemption must submit a written request or a completed *Exemption from Dress Code* form available from the school office.

(ii) Any dress code provisions relating to displays of words or symbols of gangs, drugs, alcohol, tobacco, violence, racism, inappropriate language or images, or symbols of a sexual/sexist nature are not subject to waiver or an exemption.

(f) The principal will approve or deny the request and inform the parent within five working days of his or her decision regarding dress code accommodations.

(g) If the request is denied, the parent requesting the accommodation or exemption may contact the School Leadership and Support Department at the school district to review the decision.

(h) The Emerson Elementary School Community Council shall annually review the school's dress code to ensure that it takes into account current trends and reflects the desires of the school community.

(4) Dress Code Procedures

(a) The school administration shall review the dress code expectations and procedures at the start of a new school year with teachers and faculty to ensure the dress code is consistently and fairly enforced

and implemented. The dress code will be posted on the school's website and available by paper in the front office.

(b) Teachers shall review the dress code, school expectations, and dress code procedures with students. Teachers will also communicate the dress code, school expectations, and dress code procedures with parents.

(c) Teachers shall address dress code violations. Students should never be ridiculed, humiliated, embarrassed, or used as an example for a dress code violation.

(d) For a student's first violation, a teacher shall notify the student's parent(s) of the dress code policy, and review expectations with the student in an individual conference, and if necessary contact the parent regarding a modification of clothing. Modifications may include a student choosing school clothing or clothing to be brought from home. A parent(s) will be notified if a student misses out on student learning time due to a dress code violation.

(e) For a repeat violation, a teacher and/or the administration:

(i) shall contact the student's parent for a change of clothing or permit the student to contact a parent; and

(ii) may hold an individual conference with the parent and the teacher and/or administration.

(f) Repeated violations will be recorded in the Educators Handbook. The teacher, student, and parent may establish a plan to support and address the violations.