



Sample Gender-Inclusive School Dress Code

(School Name) DRESS CODE

Dress Code Philosophy

We strive to provide engaging, collaborative, innovative, learning environments that promote inquiry as a means to develop versatile and involved learners that are advocates of their personal learning journey. Our values are reflected in this dress code.

The primary responsibility for a student's attire resides with the student and parent(s), guardian(s), or caregiver(s). The school is responsible for setting an atmosphere conducive to learning and seeing that student attire does not interfere with the health or safety of, nor contribute to a disrespectful, hostile, or intimidating atmosphere for any member of the school community.

To ensure effective and equitable enforcement of this dress code, 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 Dress Code is in place in order to:

Maintain a safe learning environment in classes where protective or supportive/protective clothing is needed, such as chemistry/biology, welding, physical education, etc.

Allow students to wear clothing of their choice that reflects their personal style and 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 with offensive images or language, including profanity, hate speech, gang affiliations, sexualization, and pornography.

Prevent students from wearing clothing with images or language depicting or advocating violence, or the use of alcohol or drugs.

Ensure that all students are treated equitably regardless of sex, gender identity, gender expression, sexual orientation, race, ethnicity, body type/size, religion, and personal style.

A logo consisting of the text 'LGBTQ2S+' in a bold, sans-serif font. Each letter is filled with a different color from the rainbow spectrum. The text is enclosed in a rectangular border with a multi-colored, rainbow-like gradient.

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Expected Behavior

Basic Principle: clothes must be worn in a way such that genitals, buttocks, abdomen, breasts and chests (including nipples) are fully covered with opaque fabric. All items listed in the “must wear” and “may wear” categories below must meet this requirement.

At (school’s name), students must wear (which meets the basic principle above):

Top (shirt, tank top, etc.)

Bottom (pants, sweatpants, shorts, skirt, dress, leggings, etc.)

Shoes: depending on your course-load & other student activities, activity-specific shoe requirements are in place (for example for PE, sports, carpentry, welding, mechanics, etc.)

At (school’s name) students may wear (as long as it meets the basic principle above):

Hats. Hats must allow the face to be visible to staff, and not interfere with the line of sight of any student or staff.

Religious headwear

Hoodie sweatshirts (wearing the hood overhead is allowed, but the face and ears must be visible to school staff)

Fitted pants, including opaque leggings, yoga pants and “skinny jeans”

Ripped jeans, as long as underwear and buttocks are not exposed.

Tank tops, (including spaghetti straps), and halter tops

Athletic attire

Visible waistbands or visible straps on undergarments worn under other clothing

At (school’s name) students cannot wear:

Violent, sexual, or racist language, images, or associations

Images or language depicting drugs or alcohol (or any illegal for minors item or activity), or use of the same

Hate speech, profanity, sexualization, pornography, or gang related affiliations/logos/images

Images or language that creates a hostile or intimidating environment based on any protected class

Visible underwear (visible waistbands or straps on undergarments worn under other opaque clothing are not a violation)

Bathing suits (except as required in class or athletic practices)

Crop tops that intentionally expose the abdomen (minimal exposure of an abdomen during movement is not an exposed abdomen)

Accessories that could be dangerous or considered as a weapon

Accessories that promote any illegal for minors activity (includes mugs, toques, etc.)

Any item that obscures the face or ears including sunglasses (except as a religious observance or as medically necessary or as appropriate on a school trip)

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Enforcement of Dress Code

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 way that leads to discriminatory enforcement.

Students in violation will be provided three options to be dressed more to code during the school day:

Students will be asked to put on their own alternative clothing, if already available at school, to be dressed more to code for the remainder of the day

Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day

If necessary, students' parent(s), guardian(s), or caregiver(s) may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.

No student should be affected by dress code enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.

Students 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:

Kneeling or bending over to check attire fit;

Measuring straps or skirt length;

Asking students to account for their attire in the classroom or in hallways in front of others;

Accusing students of "distracting" others with their clothing; and/or,

Calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others; in particular, directing students to correct placement of pants or tops that do not expose the entire undergarment, or confronting students about visible waistbands or bra straps, since visible waistbands and straps on undergarments are permitted.

These dress code guidelines shall apply to both staff and students, and applies to regular school days and special event school days, as well as any school-related events and activities such as Halloween costumes, off-campus events, school trips, graduation ceremonies, dances, and prom. Students/staff who feel they have been subject to discriminatory enforcement of the dress code should contact the Principal.

A logo for LGBTQ2S+ featuring the text "LGBTQ2S+" in a bold, sans-serif font. The letters are filled with a rainbow gradient. The text is enclosed in a rectangular border with a multi-colored, rainbow-like border.

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