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## PROCEDURE PR.628.SCO

**TITLE: STUDENT DRESS CODE**

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**Authorization: Senior Staff: 20 June 2001**

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### 1.0 OBJECTIVE

To provide the standards for the District Dress code for students and address its violations, and to establish the parameters for club, team, and class uniforms, as well School Uniforms, where requested.

### 2.0 DEFINITIONS

In this procedure,

- 2.1 **Board** means the Board of Trustees.
- 2.2 **Body-shaming** means the practice of humiliating, expressing mockery or criticism about a person's body shape or size.
- 2.3 **Dress** shall be interpreted to include clothing, footwear, hairstyle, makeup, jewelry, fashion, style, or personal protective equipment required for some classes.
- 2.4 **District** means the Ottawa-Carleton District School Board.
- 2.5 **OCDSB Environment** means Board property, school buses, virtual learning and working environment, electronic media, school or work-authorized events or activities, in before- and after-school programs including co-curricular activities and field trips, and may include any other circumstances that may have an impact on the school or work climate.
- 2.6 **Progressive Discipline** means a whole-school approach to promoting and fostering positive behaviours which utilizes a continuum of prevention programs, interventions, strategies, supports, and consequences to address student misconduct.
- 2.7 **School Uniform** means the specific items of clothing which are required to be worn by students while attending a particular school and/or the school-related events where the school has adopted a school wide School Uniform code.

## 3.0 RESPONSIBILITY

- 3.1 The school principal is responsible for:
- a) adopting this procedure as the school Dress code;
  - b) making a determination as to whether student Dress represents a contravention of this procedure;
  - c) addressing requests for Dress related accommodations based on any of the protected grounds under *the Ontario Human Rights Code* or body type/size, in accordance with applicable procedures;
  - d) ensuring that all club, team or class uniforms are consistent with the Dress standard established in this procedure; and
  - e) consulting with the school council and school community, including students, throughout the process of instituting a student School Uniform Dress code, where applicable.
- 3.2 School staff are responsible for:
- a) educating students about the student Dress code;
  - b) communicating specific requirements for student Dress where there are health and safety requirements related to the use of equipment and/or activities; and
  - c) reporting Dress code violations in a non-discriminatory manner.
- 3.3 The school council is responsible for:
- a) consulting with the school community, including students, where a student School Uniform Dress code is contemplated; and
  - b) where a student School Uniform Dress code is established, ensuring equity and affordability issues are addressed in partnership with the principal.

## 4.0 PROCEDURES

### Application and Scope

- 4.1 This procedure applies to all students in the OCDSB Environment.
- 4.2 The implementation of this procedure must always be consistent with:
- a) the *Human Rights Code* and OCDSB Policy [P.147.GOV Human Rights](#); and
  - b) the OCDSB Procedure [PR.696.SCO Fostering Gender Identity, Gender Expression, and Sexual Orientation Inclusive Schools](#).

### Student Dress Standards

- 4.3 All students have the right to express themselves through their Dress without fear of Body-shaming, bias, or discrimination.
- 4.4 Student Dress must:

- a) cover the groin, buttocks and nipples with material that is not see-through or transparent;
  - b) include more than underwear as the only layer of clothing;
  - c) include footwear with consideration for health and safety;
  - d) ensure that the student's face is not fully obscured;
  - e) not include wording or graphics that reasonably could be construed as promoting or symbolizing hate or discrimination, drugs, alcohol, tobacco, Cannabis, illegal activity, profanity, nudity, pornography; or that incites violence or harassment; or threatens health and safety; and
  - f) comply with the School Uniform code if one is established.
- 4.5 Students must comply with all health and safety related Dress requirements associated with a particular class or school activity. This may include, but is not limited to restrictions regarding footwear, loose clothing, personal protective equipment, or other specialized equipment specific to the activity.

#### Request for Accommodation

- 4.6 Requests for accommodation may be submitted to the principal and when there is a duty to accommodate accommodation will be provided, to the point of undue hardship.
- 4.7 The principal will consider requests for accommodation on student Dress on a case-by-case basis, in a timely manner, and will collaborate with the student and/or their parent/guardian throughout the process.
- 4.8 The principal will provide the student and/or their parent or guardian with the final decision.

#### Contraventions of the Dress Code

- 4.9 Any discussions with students about Dress code, including Dress code contraventions, shall be done in a way that preserves the student's dignity and self-respect.
- 4.10 Where a student is considered to be in contravention of the Dress requirement of this procedure, the student may be:
- a) asked to change, remove, or cover the clothing item that violates this procedure;
  - b) asked to wear the required personal protective equipment, when applicable; or
  - c) sent home to get a change of clothes only if this will not result in missing instructional time.
- 4.11 All student Dress contraventions will be addressed consistently and equitably, with consideration for the student's race, age, ability, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, socio-economic circumstances, and/or body type/size, with consideration of context for the activity.

- 4.12 Where a student demonstrates persistent or blatant non-compliance with the Dress code requirements, corrective action will be taken along the Progressive Discipline continuum.
- 4.13 Where suspension is being considered as part of the Progressive Discipline, the principal shall consult with the Superintendent of Instruction-prior to making a decision to suspend a student in relation to Dress code.

#### School Uniform

- 4.14 Where there is interest in establishing a student School Uniform, the principal will work in partnership with the students, the school council, and community to develop a student School Uniform Dress code. This must fully address the following:
- a) the issue of affordability and equity of access and expression for families of children attending the school is addressed;
  - b) a participative and inclusive process for parent/guardian, student and staff consultation is developed;
  - c) a fair and equitable decision and implementation timeline is developed; and
  - d) a fair and equitable process is developed for ensuring that the decision to implement a School Uniform Dress code has the approval of a majority of at least 85% of the families of students currently registered at the school, on the basis of one parent/guardian, or a student having reached the age of majority, vote per family.
- 4.15 Uniforms for clubs or teams or for School Uniforms will be purchased through a District approved vendor in accordance with Board procurement policies.
- 4.16 A decision regarding student School Uniforms, once made, may be revisited after three school years have passed.

#### Communication

- 4.17 The student Dress code, including expectations and consequences for non-compliance, must be provided to each student, parent or guardian, at the beginning of each school year and whenever a student registers at the school.
- 4.18 Education of students about Dress code must include topics of harassment, discrimination, sexism, human rights, and diversity in order to minimize the need for monitoring student Dress to the minimal extent possible and to encourage a safe, respectful learning environment.

## **5.0 REFERENCE DOCUMENTS**

[Ministry of Education Policy/Program Memoranda \(PPM\) 128](#)

OCDSB Policy [P.014.SCO School Councils](#)

OCDSB Policy [P.026.SCO Student Suspension and Expulsion](#)

OCDSB Policy [P.125.SCO School District Code of Conduct](#)

OCDSB Policy [P.147.SCO Human Rights](#)

OCDSB Procedure [PR.515.SCO Student Suspension and Expulsion](#)

OCDSB Procedure [PR.586.CUR Religious Holy Days](#)

