

SCHOOL-COMMUNITY RELATIONS	8000
DRESS CODE POLICY	8073

1. Rationale

Lakehead District School Board (LDSB) is committed to the success of every student. This policy has been created to promote safe, nurturing, equitable and inclusive learning environments that benefit diverse students.

This policy is in accordance with the Education Act, the Ontario Human Rights Code and LDSB's 7030 Harassment and Human Rights Policy.

2. Policy

It is the policy of LDSB that students must be dressed in accordance with the goal to promote safe, nurturing, equitable and inclusive learning environments. This policy establishes standards for the student dress codes in all schools. Lakehead District School Board will ensure that this 8073 Dress Code Policy is consistent with the Ontario Human Rights Code.

Lakehead District School Board is committed to providing human rights-based accommodations (for example, for creed related dress and gender expression) short of undue hardship.

3. Application and Scope

This policy applies to all students at LDSB.

4. Student Dress Code

4.1 Students must wear clothing, accessories and shoes that are suitable for school and school related activities or events. Any restrictions to the dress code that are necessary to meet the overall goal of education and education related activities can be made at the direction of the principal of the school.

4.2 Student dress must meet the following standards:

- Clothes are worn in such a way as to cover genital areas, breasts and buttocks with opaque fabric:
 - tops may expose shoulders, abdomen, midriff, neck lines and cleavage;
 - undergarments cannot be used as outerwear and, if worn, should be worn beneath a layer of outerwear. Undergarments cannot be visible (straps and waistbands may be exposed);
 - swimsuits can be worn for the appropriate athletic activity; and
 - any headwear that does not obscure the face may be worn (except as a religious observance).

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- Comply with health and safety requirements for the intended activity including appropriate footwear (e.g., physical education classes, science classes, sporting events, technical education, etc.)
- Does not promote content that can reasonably be interpreted to be discriminatory (e.g., racist, anti-Indigenous, anti-Black, anti-Semitic, Islamophobic, sexist, transphobic, homophobic, classist, ableist, sizeist, etc.), defamatory, threatening, lewd, vulgar, obscene, promoting hate, profanity, pornography or any other content that disrupts the learning environment.
- Does not refer to cannabis, alcohol, drugs or related paraphernalia, promotion or incitement of violence, any illegal conduct or criminal activities.
- Does not interfere with the safe operation of the school.
- Conform with any established standard school uniform.

5. Student Compliance

Each school, through its Code of Conduct, will address such matters as compliance and consequences of non-compliance with the school Dress Code.

- 5.1 The school staff have a responsibility to consistently enforce the dress code and will act to address dress code violations
- 5.2 Student dress code violations that threaten health and safety, and or promote violence, illegal activity, bullying, harassment, and or are motivated by the bias, prejudice or hate against any individual or identifiable groups, are serious violations of the 8070 Safe Schools – System Expectations and 7030 Harassment and Human Rights Policy and will be addressed by the principal or designate.
- 5.3 No student should be negatively affected by dress code and its enforcement because of their sex, race, colour, creed (religion), ancestry, place of origin, ethnic origin, gender identity, gender expression, sexual orientation, disability, household income, body size/type or any other Human Rights Code related ground.
- 5.4 Through a process established at the school level, the issue of affordability will be addressed and take local circumstances into consideration, in accordance the 8010 Fees for Learning Materials and Activities Policy.

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6. Review

The superintendent responsible for Safe Schools will monitor the implementation and review of the 8073 Dress Code Policy. This process will involve consultation with the school community including students, parents, guardians, staff, school councils and community partners. Principals, in consultation with school councils, will review dress code related expectations annually and clearly communicate them to all parents, guardians, students and staff in a manner that fosters their commitment and support.

7. School Uniform

Schools may, after consultation with students, staff, parents/guardians, and school councils, seek a vote for approval to establish a (or rescind an existing) uniform standard as part of the student dress code. Any uniform standard must conform to this policy.

8. Review

This policy shall be reviewed in accordance with 2010 Policy Development and Review Policy.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
8073 Dress Code Procedures	March 5, 2002	Ontario Human Rights Code
7030 Harassment and Human Rights Policy		
8070 Safe Schools - System Expectations	<u>Date Revised</u> June 26, 2012 May 26, 2020	Education Act, R.R.O. 1990, Regulation 298, Operation of Schools General Section 11 (19.1.ii)
8010 Fees for Learning Materials and Activities		
8072 Sexual Orientation and Gender Identity		