

SCHOOL-COMMUNITY RELATIONS	8000
DRESS CODE PROCEDURES	8073

1. General

These procedures apply to the implementation of the 8073 Dress Code Policy.

2. Procedures

2.1 Communication

- 2.1.1 The school principal (or designate), in consultation with stakeholders, including, but not limited to, students, parents and staff, will create and manage the school dress code in accordance with Lakehead District School Board's (LDSB) 8073 Dress Code Policy.
- 2.1.2 The school principal (or designate) will provide multiple access points to communicate the dress code, which may include: posting in the school and on the school website, referencing in student agendas, communication to families and school council, and having it available in translation and other accessible formats upon request.
- 2.1.3 Ensure accessibility for any students, parents/guardians who require visual/auditory communication supports and or English as second language speakers in the school community upon request.

2.2 Student Compliance

- 2.2.1 Students in violation of the dress code 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;
 - students will be provided with temporary school clothing, if available; and
 - if necessary, students' parents/guardians may be called to bring alternative clothing for the student to wear.
- 2.2.2 Students who refuse to comply and/or repeatedly violate the dress code, may be subject to progressive discipline according to 8070 Safe Schools – System Expectations.

SCHOOL-COMMUNITY RELATIONS	8000
DRESS CODE PROCEDURES	8073

2.2.3 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:

- asking students to account for their attire in the classroom or in hallways in front of others;
- calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others; and
- accusing students of “distracting” other students with their clothing.

2.3 Concerns or Complaints

Students are encouraged to discuss the dress code related concerns or complaints with school staff directly. Unresolved concerns or complaints can be submitted to the principal of the school. Parents’ concerns or complaints can be provided to the principal. The principal and/or superintendent of education will respond to concerns/complaints in a timely manner.

3. School Uniforms

3.1 Establishing/Rescinding Uniform Standards

Consultations about establishing or rescinding uniform standard may occur at any time, as deemed necessary by school principal (or designate). However, schools with established uniform standards will hold formal consultations and review at least once every three years.

3.2 Scope of Uniform Standards

Any new uniform standards established cannot restrict students dress choices other than those already detailed in Section 4 of the 8073 Dress Code Policy, however, schools could vote to maintain a standard uniform colour without limiting dress choices (e.g. white tops, black bottoms). Schools could even brand certain items of clothing with school logos (shirts, shorts, jerseys, hats, etc.) and encourage students, but not require them, to wear these uniform clothing options.

3.3 Consultations

The school principal (or designate) will consult with and solicit feedback from students, staff, parents and guardians, and the school council in its review of any established or new proposed uniform standards. Methods for both the required consultations and voting should provide multiple points of access (i.e. in person, online or via email, and home mailing).

SCHOOL-COMMUNITY RELATIONS	8000
DRESS CODE PROCEDURES	8073

3.4 Equity

During consultations and review about school uniforms, the school principal (or designate) will examine any negative effects on equity by adopting a uniform standard including (but not limited to) financial burden and any ethno-cultural, or gender identity/expression impacts.

Any anticipated barriers to access or participation imposed by uniform standards and the issue of affordability taking into account local circumstances, will be addressed.

3.5 Voting - Methods, Process and Age of Voting

The school principal (or designate) will be responsible for organizing the following voting process:

Voting should be conducted by secret ballot with a simple yes or no question of support for a uniform standard. The details of this standard will be provided during both the consultation process and accompanying the ballot.

Before establishing or rescinding a school uniform standard, a formal vote of current students and parents/guardians of children currently enrolled, will be taken as follows:

- each student registered at the school and expected to be at the school in the following year is eligible to cast one vote;
- students in Grades 7-12 may cast their own vote or request their parents/guardians to vote on their behalf;
- students in Kindergarten to Grade 6 will be represented by their parents/guardians who will vote on their behalf; and
- the vote will have a participation rate of 70 per cent of the eligible voters with a 60 per cent approval rate by the participating voters to adopt or rescind a uniform standard.

Uniform standard established by schools will remain in place for a minimum of three years.

SCHOOL-COMMUNITY RELATIONS	8000
DRESS CODE PROCEDURES	8073

3.6 Voter Information

Inform and engage students, staff, school council and parents/guardians during all parts of the process.

Parents and guardians of Grades K-6 students will cast votes on their behalf. However, students in Grades 7-12 may cast their own votes and students from K-12 and parents/guardians would need to be consulted and part of the discussions for any uniform vote, regardless of who was casting the vote.

Ensure both multiple points to access are provided to share information and to vote (i.e., in-person, mail in ballots, online voting, etc.)

Provide a detailed description of the proposed uniform standard, and include information about any potential costs, and any socio-economic or other equity issues and what supports are in place to remedy them.

3.7 Proxy Ballots

Allow proxy ballots for students and or parents/guardians who cannot make it to the school to cast a vote in person or are unable to vote online and ensure the hours of in-person voting are accessible to make it easier for people to vote.

3.8 Timelines

The principal (or designate) will:

- give notice of student uniform voting by December, and have the election taking place in May, with the implementation of the decision made by the vote take place at the start of the following school year;
- give three weeks' notice to the community of any meeting regarding the uniform standards;
- communicate meeting notices by email, website postings and hard copy information packages delivered home by students;
- ensure accessibility for any students, parents/guardians who require visual/auditory communication supports and or English as second language speakers in the school community and provide written communications;
- provide at least two weeks' notice prior to the day(s) of voting;
- institute appropriate measures to ensure that the voting process is orderly and secure; and
- publish the results of the vote in a manner consistent in which the notice of the vote was given by email, website postings and hard copy information packages delivered home by students.

SCHOOL-COMMUNITY RELATIONS	8000
DRESS CODE PROCEDURES	8073

3.9 Review of School Uniform Standard

The school uniform standard will be subject to a review at least once every three years, but may be reviewed earlier at the principal's discretion. The school principal (or designate) will solicit the views of students, staff, parents and guardians, the school council in its review of the uniform standard.

The school principal (or designate) will:

- give three weeks' notice to the community of any meeting regarding the uniform standards;
- communicate meeting notices by email, website postings and hard copy information packages delivered home by students. Consultations may also take the form of online surveys and focus groups in addition to any formal meetings and mailouts; and
- ensure accessibility for any students, parents/guardians who require visual/auditory communication supports and or English as second language speakers in the school community and provide written communications.

4. Review

These procedures will 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 Policy	March 5, 2002	Ontario Human Rights Code
7030 Harassment and Human Rights Policy	<u>Date Revised</u> June 26, 2012	Education Act, R.R.O. 1990, Regulation 298, Operation of Schools
8070 Safe Schools - System Expectations	May 26, 2020	General Section 11 (19.1.ii)
8010 Fees for Learning Materials and Activities		