



**Brant Haldimand Norfolk
Catholic District School Board**

Policy: Dress Code for Pupils

		Policy Number:	200.10
Adopted:	April 23, 2013	Former Policy Number:	n/a
Revised:	TBD	Policy Category:	Students
Reviewed:	September 1, 2018		
Subsequent Review Dates:	TBD	Pages:	2

Belief Statement:

The Brant Haldimand Norfolk Catholic District School Board believes that proper dress for pupils helps to create a positive and safe Catholic learning environment consistent with the mission and values of the Board.

Policy Statement:

It is the policy of the Brant Haldimand Norfolk Catholic District School Board that:

1. All schools within the jurisdiction of the Board shall adopt a Local Dress Code or Uniform Dress Code.
2. The Local Dress Code shall comply with the "principles of modesty".
3. Dress Codes must be consistent with all Board policies related to purchasing, health and safety, safe schools and principles of equity and inclusion.
4. School dress codes must take into consideration:
 - affordability
 - student/family mobility
 - consequences for non-compliance with the Local Dress Code
 - safety conditions
 - age of the students
 - maintenance of proper decorum
 - neatness and cleanliness
 - students with special needs
5. The responsibility for meeting the expectations of the Local Dress Code is primarily that of the parents/ guardians of the students.
6. The enforcement of the Local Dress Code is the responsibility of the principal and school staff are expect to support its consistent implementation.
7. Any action taken to implement the requirements of this policy, including the application of supports and consequences to students, must be consistent with the provincial requirements through applicable Policy/Program Memoranda or applicable legislation and the Board's policies relating to safe schools and progressive discipline.
8. Local Dress Codes shall be subject to periodic review at the request of the either the school principal or the chair of the Catholic School Advisory Council. The review shall include a process for consultation with students, teachers, and staff working in the schools, parents/guardians and school advisory councils.
9. Administrative procedures shall accompany this policy to address the approval process for establishing Uniform Dress Codes, considerations for the consultation process to review Local Dress Codes, and considerations to guide the compliance to Local Dress Codes.



Brant Haldimand Norfolk Catholic District School Board

Glossary of Key Policy Terms:

Principles of modesty

All student attire must be in keeping with our Catholic teachings and beliefs, and reflect principles of modesty and shall not include the following:

- short shorts/skirts, bare midriffs, halter tops, tank tops, etc.
- accessories such as spiked bracelets/necklaces or any externals not in keeping with the spirit of the dress code as determined by the local school
- language and/or representation on attire that indicates gang affiliation and/or depicts violence, profanity or discrimination of any kind whatsoever or that otherwise demeans an identifiable individual or group

Uniform Dress Code

Prescriptive in nature, determined by the school, specifying clothing that must be purchased from a particular uniform supplier, often with guidelines as to when certain items can/must be worn. No variations from this uniform dress are permitted except as are provided in the Local Dress Code.

Local Dress Code

Refers to the dress code adopted by a school without a Uniform Dress Code.

References:

Education Act, R.S.O. 1990, c. E.2
Education Act – O. Reg. 612/00
Education Act – R.R.O. 1990, Reg. 298
Dress Code for Pupils Policy – Toronto Catholic District School Board



**Dress Code for Pupils
AP 200.10**

Procedure for:	Principals and Vice-Principals	Adopted:	April 23, 2013
Submitted by:	Chris N. Roehrig (Director of Education)	Revised:	TBD
Category:	Students	Reviewed:	September 1, 2018

Purpose

The purpose of this Administrative Procedure is to provide direction to school staff regarding the establishment, review and implementation of Local Dress Codes including Uniform Dress Codes. This Administrative Procedure also outlines the procedures related to the ongoing consultation process for established dress codes as well as the enforcement of Local Dress Codes.

Responsibilities

This Administrative Procedure includes direction to supervisory officers, principals, parents and students.

Procedures

1.0 Development and Implementation of Local Dress Codes

- 1.1 All school principals shall seek input from the community through the Catholic School Advisory Council (CSAC) in establishing or changing a Local Dress Code.
- 1.2 Based upon community consultation through the CSAC, principals shall:
 - develop and implement the Local Dress Code
 - communicate the Local Dress Code to the school community
 - encourage full compliance with the Local Dress Code as part of the school Code of Conduct
 - develop measures to deal with issues of affordability and non-compliance
 - develop incentives to promote compliance
 - publish the school's Local Dress Code annually
 - ensure that the voting results are available for review while protecting the confidentiality of respondents
 - review the Local Dress Code at the request of the school principal or the chair of the CSAC
- 1.3 Students are expected to comply with the Local Dress Code for their school.
- 1.4 School staff is expected to support the consistent implementation of the Local Dress Code, according to the local school Code of Conduct.
- 1.5 Parental support of the Local Dress Code for their school is essential for upholding a positive and safe Catholic learning environment in our schools.
- 1.6 The principal of each school has the discretion to determine whether a student is in violation of the Local Dress Code and will consider mitigating circumstances that would prevent a student from complying.
- 1.7 Any action taken to implement the requirements of this policy, including the application of consequences to students, must be consistent with the requirements of applicable legislation, Policy/Program Memoranda and Board policies related to progressive discipline of pupils.



- 1.8 Consequences for students who do not comply with the policy shall be established by the principal in consultation with CSAC and shall be incorporated into the local school Code of Conduct.
- 1.9 Non-compliance with the Local Dress Code shall include but is not limited to sayings, pictures, and logos that address or display sexual content, substance abuse, violence, profanity, inappropriate references to nationality, race or gender, articles of clothing in serious disrepair.
- 1.10 **No student will be denied access to school** as a result of inability to afford clothing required by a school's Local Dress Code. Strategies shall be in place to address issues of affordability and may include: giving advance notice to parents, supplier incentives for parents, supplier discounts, swap days, donation of outgrown items, etc.

2.0 Approval Process For Establishing A Uniform Dress Code

Should an elementary school wish to establish a Uniform Dress Code the following approval process will apply.

- 2.1 The school will develop and distribute an action plan, including a communication strategy and voting process (see below) to determine what the Local Dress Code should be for their own school (suggested by December of the school year preceding implementation).
- 2.2 The school will have a community meeting at least two weeks prior to voting
- 2.3 The Catholic School Advisory Council must be involved in the development and implementation of this action plan. The approval process shall:
 - * clearly establish which parents or students are eligible to vote;
 - * ensure that a minimum of 70% of the eligible respondents have cast a vote;
 - * not include proxy voting;
 - * ensure that information regarding the expected costs to families be given to all families that are voting;
 - be completed by February for successful implementation in the following school year and include all families registered at the school for September of next school year;
 - entitle each family to one vote per student registered in the school (excluding the grade 8 students);
 - require that at least 80% support of those eligible to vote is required to determine whether the Local Dress Code will change from:
 - an Appropriate Dress Code to a Uniform Dress Code
 - a Uniform Dress Code to an Appropriate Dress Code
 - a Uniform Dress Code to an alternate Uniform Dress Code
 - failing the 80% "YES" vote, the Local Dress Code will remain unchanged.

Glossary of Key Policy Terms

Principles of modesty

All student attire must be in keeping with our Catholic teachings and beliefs, and reflect principles of modesty and shall not include the following:

- short shorts/skirts, bare midriffs, halter tops, tank tops, etc.;
- accessories such as spiked bracelets/necklaces or any externals not in keeping with the spirit of the dress code as determined by the local school;
- language and/or representation on attire that indicates gang affiliation and/or depicts violence, profanity or discrimination of any kind whatsoever or that otherwise demeans an identifiable individual or group.



Uniform Dress Code

Prescriptive in nature, determined by the school, specifying clothing that must be purchased from a particular uniform supplier, often with guidelines as to when certain items can/must be worn. No variations from this uniform dress are permitted except as are provided in the Local Dress Code.

Local Dress Code

Refers to the dress code adopted by a school (may or may not have a Uniform Dress Code., i.e., most elementary schools).

References

- Education Act, R.S.O. 1990, c. E.2
- Education Act – O. Reg. 612/00
- Education Act – R.R.O. 1990, Reg. 298
- Dress Code for Pupils Policy – Toronto Catholic District School Board