

STUDENT DRESS

BARABOO SCHOOL BOARD POLICY

443.1

Dress Code Philosophy

The School District of Baraboo believes that the student dress codes should support equitable educational access and should not reinforce gender stereotypes. Student dress codes and administrative enforcement should not reinforce or increase marginalization or oppression of any group based on race, gender, gender identity, gender expression, ethnicity, religion, sexual orientation, household income, or cultural observance.

Our values are:

- All students should be able to dress comfortably for school without fear of or actual unnecessary discipline or body shaming.
- All students and staff should understand that they are responsible for managing their own personal distractions without regulating individual students' clothing or self-expression.
- Teachers can focus on teaching without the additional and often uncomfortable burden of dress code enforcement.
- Students should not face unnecessary barriers to school attendance.
- Reasons for conflict and inconsistent discipline should be minimized whenever possible.

Our student dress code is designed to accomplish several goals:

- Maintain a safe learning environment in classes where protective or supportive clothing is needed.
- Allow students to wear clothing of their choice that 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, 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 gender/gender identification/gender expression, sexual orientation, race, ethnicity, body type/size, religion, and personal style.

Dress Code

1. Basic Principle: Certain body parts must be covered for all students at all times.

Clothes must be worn in a way that genitals, buttocks, midriffs, breasts, and nipples are fully covered with opaque (neither transparent or translucent) fabric. All items listed in the “must wear” and “may wear” categories below must meet this basic principle.

2. Students Must Wear, while following the basic principle of Section 1 above:
 - A Shirt, AND
 - Bottom: Pants/Sweatpants/Shorts/Skirt/Dress/Leggings, AND
 - Shoes. There may be specific requirements due to student safety regarding appropriate footwear in certain classroom settings.

3. Students May Wear, as long as these items do not violate Section 1 above:
 - Religious headwear
 - Fitted pants, including opaque leggings, yoga pants, and “skinny jeans”
 - Tank tops, including spaghetti straps; halter tops
 - Athletic attire

4. Students Cannot Wear:
 - Hats
 - Items with violent language or images (e.g. weapons)
 - Images or language depicting drugs or alcohol (or any illegal item or activity)
 - Hate speech, profanity, pornography
 - Images of language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups
 - Swimsuits (except as required in class or athletic practice)
 - Accessories that could be considered dangerous or could be used as a weapon
 - Any item that obscures the face or ears (except as a religious observance)
 - Visible underwear (visible waistbands or straps on undergarments worn under other clothing are not a violation)
 - Attire with a gang-related association

Body markings or tattoos that do not meet the above standards must be fully covered. The wearing of outer garments and headwear will be permitted in school vehicles and at school activities when appropriate.

Dress Code Enforcement

A school dress code is only as effective and fair as its enforcement. Historically school dress codes have been written and enforced in ways that disproportionately impact girls,

students of color and gender expansive students. To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement.

- Students will only be removed from spaces, hallways, or classrooms as a result of a dress code violation as outlined in Sections 1 and 4 above. Students in violation of Section 1 and/or 4 will be provided three (3) 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' parents 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, gender, gender identity, gender 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;
 - Calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others;
 - Accusing students of distracting other students with their clothing.

These dress code guidelines shall apply to regular school days and summer school days, as well as any school-related events and activities.

Students who feel they have been subject to discriminatory enforcement of the dress code should contact the School District of Baraboo Director of Student Services, 423 Linn Street, Baraboo, WI 53913.

LEGAL REF.: Sections 118.035, 118.13 and 120.13(1)(a) of the Wisconsin Statutes
U.S. Constitution, First Amendment

CROSS REF.: 411 Equal Educational Opportunities
443 Student Conduct and Discipline
443-Rule(1), Code of Classroom Conduct
443-Rule(2), Discipline
512 Harassment and Bullying
512.1 Sexual Harassment

720 School Safety Plans

ADOPTED: March 23, 1970

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July 23, 2018