



*ʻO ʻōle pua ʻā ʻōle i ʻāa ʻālaui ʻāʻōkahi*

## ***Connections Public Charter School*** **A Community, Business & Education Learning `Ohana**

# **CPCS Dress Code**

## **Guidelines & Procedures Regarding Appropriate Attire at CPCS During School, on School Property, or at Any CPCS Sponsored Event or Activity.**

We at Connections Public Charter School (CPCS) recognize that our school is a place for academic, social and emotional learning and growth for our students. The intent of these updated and improved CPCS Dress Code Guidelines are to encourage attention to learning, while supporting equitable educational access and is written in a manner that does not reinforce stereotypes, or increase marginalization or oppression of any group based on race, gender, ethnicity, religion, sexual orientation, household income, gender identity 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/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.

### **I. GOALS OF A STUDENT DRESS CODE**

Our student dress code should accomplish several goals:

- Maintain a safe learning environment in classes where protective or supportive clothing is needed, such as CTE, Science (eye or body protection), dance (bare feet, tights/leotards), or PE (athletic attire/shoes).
- 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, sexual orientation, race, ethnicity, body type/size, religion, and personal style.

## **II. DRESS CODE Guidelines**

CPCS expects that all students will dress in a way that is appropriate for the school day or for any school sponsored event. Student dress choices should respect the school's intent to sustain a community that is inclusive of a diverse range of identities. The primary responsibility for a student's attire resides with the student and their parent(s) or guardian(s). CPCS is responsible for seeing that student attire does not interfere with the health or safety of any student, and that student attire does not contribute to a hostile or intimidating atmosphere for any student.

### **1. Basic Principle: Certain body parts must be covered for all students all the time.**

Clothes must be worn in a way such that genitals, buttocks, breasts, and nipples are covered with opaque material and shall NOT be directly visible from any angle at any time. All items listed in the "must wear" and "may wear" categories below must meet these basic principles.

### **2. Students Must Wear:\***

- Shirt (with fabric in the front, back, and on the sides under the arms), **AND**
- Bottom, **AND**
- Footwear

\* High-school courses that include attire as part of the curriculum (for example, professionalism, public speaking, and job readiness) may include assignment-specific dress, but should not focus on covering bodies or promoting culturally-specific attire.

### **3. Students May Wear:**

- Hats, including religious headwear. Hats must allow the face to be visible to staff, and not interfere with the line of sight of any student or staff.
- Hoodie sweatshirts, only if the student's face remains visible. The wearing of hoodies during class (except for religious purposes which shall always be allowed) will be permitted only with teacher permission. Teachers may use their own discretion when deciding to permit or deny the wearing of hoodies during class time.
- Fitted pants, sweatpants, shorts, skirt, dress, including leggings, yoga pants and "skinny jeans"
- Midriff baring shirts (*see NOTE below*)
- Tank tops, including spaghetti straps and halter tops  
(*see NOTE below*)

(NOTE: Students may have exposed shoulders OR exposed midriff, BUT NOT BOTH simultaneously. In addition, any student whose attire exposes either shoulders or midriff MUST be wearing a bottom NO SHORTER than mid thigh.)

- Visible bra straps. However, NO other part or piece of the bra OR of any other type of undergarments are allowed to show.
- Pajamas
- Ripped jeans, as long as underwear is not exposed.
- Athletic attire that complies with all other sections of these guidelines
- Clothing with commercial or athletic logos (MUST follow section 4 guidelines below)
- Slippers/shoes; activity-specific shoe requirements are permitted (for example for sports, CTE), sandals, etc.

### **4. Students Cannot Wear:**

- Violent language or images.
- Images or language depicting drugs or alcohol (or any illegal item or activity) or the use of the same.
- Hate speech, profanity, pornography.
- Clothing, including gang identifiers, must not threaten the health or safety of any student or staff.
- Images or language that creates a hostile or intimidating environment based on any protected class.
- Visible underwear. Any clothing that reveals visible undergarments (only visible bra straps are allowed).
- Swimsuits (unless participating in a CPCS sponsored swimming activity or class.)
- Accessories that could be considered dangerous or could be used as a weapon.
- Helmets or headgear that obscures the face (except as a religious observance or as a personal protective equipment PPE).

### **III. DRESS CODE ENFORCEMENT**

To ensure effective and equitable enforcement of the dress code, school staff shall enforce the dress code consistently using the requirements below.

- Students will only be removed from spaces, hallways, or classrooms as a result of a dress code violation as outlined in Sections 1 to 4.
- Staff may refer students with questionable attire to administration using a “student incident report”.
- Students will be asked to put on their own on site clothing, if available, or can opt to wear a school provided top/bottom to be dressed more to code.
- No student should be disproportionately affected by dress code enforcement because of racial identity, sex assigned by birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.
- The dress code will be clearly conveyed on the school website, via posters, and during assemblies.
- Students shall 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:
  1. Kneeling or bending over to check attire fit;
  2. Measuring straps or skirt length;
  3. Asking students to account for their attire in the classroom or hallways in front of others.
  4. Calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others.
  5. Accusing students of “distracting” other students with their clothing.

The dress code guidelines shall apply to regular school days and summer school days, at any time on school property, as well as any school-related events and activities, such as graduation ceremonies, dances, and prom. Student athletic apparel will be defined by safety and competitive performance standards.