

AASD STUDENT DRESS CODE Expectations

Appleton Area School District's student dress code supports equitable educational access. It is written in a manner that does not reinforce stereotypes and that does not reinforce or increase marginalization or oppression of any group based on race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income, or body type/size.

Appleton Area School District 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 district's intent to sustain a community that is inclusive of a diverse range of identities. The school district is responsible for ensuring that student attire does not contribute to a hostile or intimidating atmosphere for any student. Students are responsible for knowing the student dress code and for complying during school hours and school activities.

We believe that:

- All students should be able to dress comfortably for school and engage in the educational environment.
- All students and staff should understand that they are responsible for maintaining their own personal distractions without regulating individual students' clothing/self expression.
- Student dress code enforcement should not result in unnecessary barriers to school attendance/access to education.
- School staff should be trained to understand the dress code and to address code violations.
- Teachers should focus on teaching without the additional and often uncomfortable burden of dress code enforcement.
- Reasons for conflict and inconsistent and/or inequitable discipline should be minimized whenever possible.

The goals of the AASD Dress code are the following:

- Maintain a safe learning environment.
- Allow students to wear clothing of their choice that is comfortable, allows them to express themselves (religion, self-identified gender, etc.) without fear of discipline or discrimination.
- Prevent students from wearing clothing or accessories with offensive images or language, including profanity, hate speech, and pornography.

- Prevent students from wearing clothing or accessories that denote, suggest, display or reference alcohol, drugs or related paraphernalia or other illegal conduct or activities.
- Prevent students from wearing clothing or accessories that will interfere with the operation of the school, disrupt the educational process, invade the rights of others, or create a reasonably foreseeable risk of such interference or invasion of rights.
- Prevent students from wearing clothing or accessories that can be construed as being or including content that is racist, lewd, vulgar or obscene, or that reasonably can be constructed as containing fighting words, speech that incites others to imminent lawless actions, defamatory speech, or threats to others.
- Ensure that all students are treated equitably regardless of race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income or body type/size.

Students must wear the following items of clothing at all times:

1. A shirt (with fabric in front, back, sides, under arms)
2. Pants/jeans or the equivalent (ex: skirt, shorts, sweatpants, leggings, dress, etc.)
3. Shoes/appropriate footwear

Students cannot wear:

1. Violent language or images
2. Images or language depicting/suggesting drugs, alcohol, vaping or paraphernalia (or any illegal item or activity)
3. Hate speech, profanity, pornography
4. Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized group
5. Accessories that could be considered dangerous or could be used as a weapon
6. Any item that obscures the entire face
7. Undergarments as clothing

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. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement.

1. No student should be impacted by dress code enforcement due to racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.
2. Staff shall be mindful of enforcing the dress code at an appropriate time that does not interfere with the student's attendance and access to necessary instruction.
3. Students will have three options to be dressed more to code during the school day:
 - a. 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.
 - b. Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day.
 - c. If necessary, students' parents/guardians will be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.
4. 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:
 - a. Kneeling or bending over to check attire fit;
 - b. Measuring garment length or width;
 - c. Asking students to account for their attire in the classroom or in hallways in front of others;
 - d. Calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others;
 - e. Accusing a student of distracting others with their clothing.
5. These dress code guidelines shall apply to regular school days and summer school days, as well as any school-related events and activities.
6. Students who feel they have been subject to discriminatory enforcement of the dress code should contact the Student Services department at their respective school.

