



### AP 352 – School Attire Expectations

#### Purpose

Nanaimo Ladysmith Public Schools recognizes its responsibility to assist district schools in meeting their obligation under the Inclusion Policy 2.10 to develop of a Code of Conduct that must include expectations regarding school attire focusing on a safe, caring, and inclusive learning environment that is educative, preventative, and restorative in practice and response. It is The Board’s intent, through this procedure, to create learning and working environments that are affirming and respectful of all members of our school communities and free from body-shaming, sexism, and any form of discrimination.

#### Guidelines

- The Board recognizes that decisions about dress reflect individual expression of identity, socio-cultural norms, and economic factors and are intensely personal.
- The Board supports the full inclusion of transgender and/or gender non-binary students, staff and visitors, and honours gender diversity regarding other gender non-conforming clothing choices.
- Teaching school attire expectations through the Code of Conduct has the effect of increasing personal and social responsibility, and a positive school culture.
- School attire should be respectful of oneself, others, and the expectations of the school which requires ongoing educational approach and dialogue within the school community.
- Although there is the freedom for students to attend school and school related functions in attire of their choice it is under the conditions that the choice:
  - Conforms with established health and safety requirements for the intended activity,
  - Is absent of text or graphics that:
    - promote any illegal substances—including those controlled for minors,
    - display offensive language or images,
    - encourage any form of discrimination; and
    - 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, body type, and size.

#### AP 344 - Code of Conduct - “*Process Elements*” (adapted) to inform the development of school attire expectations for students, staff and volunteers in our school communities:

- Involve students, parents/guardians and staff in the development and review of school attire expectations.
- Ensure that there is a wide knowledge of expectations in the school community including students, staff, temporary staff or visitors, parents, coaches and others who may be acting as representatives of the school.
- It is the Board’s expectation that students will “dress in a manner which reflects purpose, decorum and cultural respect”

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- **Purpose** - intention, function, relevancy: Clothing should reflect the purpose for which it will be used; *i.e.: unencumbering clothes for the gym, swim apparel is for swimming/beach.*

- **Decorum** - appropriateness, standards of an environment/place: Staff and students wear attire that is consistent with the expectations of a place of learning; *i.e.: attire should not physically interfere with a person's ability to learn or work.*

- **Cultural and/or Religious Respect** - conventions of attire/behaviour/expectations awarded to certain groups: traditional cultural attire should be respected and worn as deemed appropriate by the groups to which it belongs; *i.e.: schools must attempt to accommodate diverse cultural attire in all circumstances.*

- Outline interventions that “are appropriate” and “are restorative in nature rather than punitive...” and take into consideration student age, maturity and special needs (*Code of Conduct Ministerial Order M276/07*)
- Align School Attire expectations between schools in the community and across elementary and secondary levels

### Interventions: Educative, Preventative, Restorative

Interventions should be:

- educative and without shaming,
- followed up without removal from class and minimal loss of teaching time, and
- treated as a minor incident,
- communicated to parents and guardians.

Students will:

- be involved in problem-solving,
- make a plan to comply with expectations,
- have opportunities to make choices and find respectful alternatives, and
- be responsible for following through on plans to adhere to the district school attire expectations.

### Process of Appeal

The Board of Education recognizes and respects the fact that students and /or parents or guardians may sometimes disagree with decisions made by employees. The *School Act* of British Columbia gives parents or guardians and students (with parental consent) the right to express concerns or appeal certain decisions.

This right of appeal applies to decisions that significantly affect the health, education or welfare of students. Information regarding the Board's appeal procedure and a copy of the formal appeal bylaw can be accessed at [sd68.bc.ca](http://sd68.bc.ca) / Board Policies / 1000 Board Governance / 4.0 Bylaws. Prior to an appeal, it is expected that school administration, students and parents or guardians will work to try to resolve concerns at the school level.

Adopted: February 2019