

SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section

SCHOOLS AND STUDENTS

related activities, or to ensure optimal health and safety requirements. For example, a principal may require a student to wear appropriate footwear to participate in outdoor activities.

- 1.1.2 Clothing must be worn in ways that cover the groin area, buttocks, and nipples with opaque fabric:
 - i. Tops may expose the shoulders, abdomen, midsection, neckline, or cleavage.
 - ii. Bottoms may expose parts of the leg, thigh, and hip.
 - iii. Undergarments cannot be worn as outerwear. They should be worn beneath a layer of outerwear, however straps and waistbands of outerwear may be exposed.
 - iv. Swimsuits can be worn during the appropriate athletic activity.
 - v. Headwear can be worn, provided it does not obscure the face (except as a religious observance)

- 1.1.3 Clothing and attire must comply with the minimum safety requirements for any intended education activity (physical education classes, science classes, technical education, etc.) as informed by the SGDSB and provincial organizations such as the Ontario Physical and Health Education Association (OPHEA), the Ontario Federation of School Athletic Associations (OFSAA), or the Ontario School Boards' Insurance Exchange (OSBIE).

- 1.1.4 Clothing, footwear, and/or accessories should respect the goals of SGDSB to promote environments which uphold equity, anti-oppression, inclusion, and the principles of the Human Rights Code. This dress code explicitly restricts any article which:
 - i. Promotes lewd, vulgar, offensive, or obscene images or language, including hate speech, profanity, or pornography.
 - ii. Promotes, or could be interpreted to include content which is discriminatory (e.g. racist, anti-Indigenous, anti-Black, anti-Semitic, sexist, homophobic, transphobic, ableist, etc.). Additionally, this policy restricts articles which could be reasonably construed as defamatory, harassing, threatening, or promoting bias, prejudice, or hate.
 - iii. Promotes or symbolizes the illicit use of alcohol, drugs or drug-related

- 2.2 Inquiries about approving a uniform standard shall be directed to the appropriate Superintendent of Education, who will provide guidance on consultation and implementation.

3 Roles and Responsibilities

- 3.1 The school principal is responsible for the following:
 - 3.1.1 Adopting this policy as their school dress code;
 - 3.1.2 Determining if student attire represents a violation or contravention of the dress code;
 - 3.1.3 Addressing concerns or requests related to dress code accommodations based on any protected grounds under the *Ontario Human Rights Code* or other relevant grounds (such as body type/size);
 - 3.1.4 Ensuring all team, club, or other uniforms are consistent with the standards established in this policy (including OPHEA guidelines); and
 - 3.1.5 Coordinating the consultation process for the implementation of a school uniform, where applicable.
- 3.2 School and system staff are responsible for the following:
 - 3.2.1 Promoting, modelling, and educating the school community and students about the dress code standards;
 - 3.2.2 Communicating specific requirements or amendments for student dress standards where there may be health and safety risks related to activities or the use of equipment; and
 - 3.2.3 Reporting dress code contraventions in ways that are non-discriminatory.
- 3.3 The Superintendents of Education are responsible for providing support to all staff to meet their responsibilities under this policy. Additionally, the Superintendent will provide guidance on uniform standard consultations and process.

4 Student Expectations

- 4.1 Students are expected to dress in ways that adhere to this policy.
- 4.2 If a student is found to be in contravention of the dress code, they should be provided with the following options:
 - 4.2.1 To change into their own alternative clothing, if already available at the school;
 - 4.2.2 To change into temporary school clothing, provided by the school, if available; or
 - 4.2.3 If necessary, students' parents/guardians may be called to bring alternative clothing for the student to wear.
- 4.3 Students who refuse any of these options and/or repeatedly are found to have contravened the student dress code may be subject to progressive discipline standards in accordance with *SGDSB Policy 535 – Progressive Discipline and School Safety*.
- 4.4 Students understand that a contravention of the dress code may prevent them from participating in educational events or opportunities due to health and safety risks.
- 4.5 Students will not be found to be in contravention of the dress code if the contravention is due to accommodation.

5 Concerns or Complaints

5.1 In line with SGDSB *Policy 207 – Lines of Communication Regarding Complaints*,