

Regulation Code: 4316-R4 Systemwide Guidelines for Application and Content of Student Dress Codes

Pursuant to the Superintendent's implementation authority granted in Policy 4316: Student Dress Codes, the following guidelines will govern application and content of individual school dress codes throughout the Cumberland County Schools, and will also govern the application of student uniform dress codes for those schools which have adopted them.

I. Administrative Guidelines for Application of Individual School Dress Codes or Student Uniform Dress Codes

(1) Any school dress code enforcement actions should minimize the potential loss of educational time. When a school staff member or school administrator discusses a dress or grooming violation with a student, the adult should be the same gender as the student if practicable. Staff concerns about student attire should be discussed discretely and out of earshot of other students to the extent practicable. Teachers or staff discussing a dress or grooming violation with a student should present options for obtaining appropriate clothing (e.g., school clothing closet) or otherwise complying with this dress code (e.g., removing a problematic item). School-directed changes to a student's attire or grooming should be the least restrictive and disruptive to the student's school day.

(2) The student dress code is to be applied fairly and consistently without regard to race, gender, or other inherent traits or characteristics. Principals or their designees shall make reasonable accommodations for religious, educational, medical, or disability-related reasons and for cultural celebrations.

The policy does not apply to school-sanctioned uniforms and costumes approved for athletes, choral, band, dance, or dramatic performances. Except as specifically noted in the policy based on an exception or accommodation, the policy applies at all times when students are present on school property or in attendance at official, school-sponsored events.

(3) School hosted celebrations, such as spirit weeks, may allow for limited exceptions to these guidelines.

II. District-Wide Content Guidelines for Individual School (Non-Student Uniform) Dress Codes

Schools which have not adopted school uniform dress codes but which publish their own individual student dress codes shall adhere to the following guidelines with respect to the content of their dress codes, and in the event of any conflict between these guidelines and any individual school dress code, these guidelines shall control.

- a) No undergarments should be visible at any time.
- b) Clothing should not cause a disruption of the educational environment.
- c) Students may not wear or carry clothing, jewelry, book bags, or other personal articles that depict or display profanity, vulgarity, obscenity, nudity of any degree, violence, alcoholic beverages, tobacco, controlled substances, firearms, or any illegal activity, or which advertise products or services illegal to minors.
- d) Any symbols, styles or attire frequently associated with gangs, intimidation or violence

which are disruptive of the educational environment are prohibited.

e) Adornments or accessories, such as chains or spikes that could reasonably be perceived to be a weapon or could be utilized as a weapon are prohibited.

f) Head coverings (including hats, hoods, sweat bands, and bandanas) are generally prohibited in school buildings. However, students may wear head coverings in the school building as an expression of sincerely held religious belief (e.g., hijabs or yarmulkes) or cultural expression (e.g., geles) or to reasonably accommodate medical or disability-related issues (e.g., protective helmets).

Approved by Superintendent: June 15, 2021

CUMBERLAND COUNTY BOARD OF EDUCATION
