

SECTION: PUPILS

TITLE: DRESS POLICY

ADOPTED: JULY 18, 1994

REVISED: August 20, 2007
May 19, 2008

Lebanon School District

221. DRESS POLICY

1. Authority

The legal authority for this policy is Section 1317.3 *Uniforms of the Public School Code of 1949*, as amended (24 PS 1317.3)

2. Purpose

Although the *School Code* does not require that the reasons or justification be stated by any local Board of School Directors, the reasons for adoption of this Dress Policy include, but are not necessarily limited to:

- a. increase school safety
- b. promotion of a positive work ethic
- c. promotion of civility and respect
- d. avoidance of peer pressure regarding dress
- e. decrease the distractions of teasing, bullying, hazing and other harassment
- f. identification of non-resident pupils
- g. reduction of cost of clothing pupils

3. Applicability

All students shall be subject to this Dress Policy. All students must report to school on a daily basis attired in compliance with the provisions of this Dress Policy. There is to be no changing of clothes in school or on any school property prior to the beginning of the school day, or at the end of the school day, unless it is for sports teams or extra curricular activities.

Students who move into the district will have a 3-day grace period to transition into dress code requirements.

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4. Attire

Acceptable dress must be appropriately sized and must conform to the following requirements:

1. Tops - Preferred colors are red and blue (our school colors) or white, however, other colors are permitted.
 - a. Collared polo shirts, collared dress shirts or blouses, collared sleeveless shirts that cover the shoulder, turtlenecks and mock turtlenecks are permitted.
 - b. Modest dress shirts, blouses, sweater sets, with non-traditional collars are permitted, as long as they are buttoned from the first or second button below the collar down, and cover the entire midriff.
 - c. All shirts must be tucked in. Traditional sport coats, blazers, or sweaters can be worn over dress shirts. Ties are permitted.
 - d. Hoods are not permitted.
 - e. Lebanon School District sweatshirts (without hoods) are permitted.
 - f. Tee shirts are not permitted as outerwear. Exceptions: 1) Elementary students on gym days, 2) Special days designated by the principal.
 - g. No imprint, insignia, design, tag or emblem is permitted on any approved top except for an optional Lebanon School District insignia or a small manufacturer's trademark (under 1 $\frac{3}{4}$ ").

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2. Bottoms

I. Neutral colors are approved (examples: white, gray, khaki (tan), navy blue and black)

a. Permitted lower body attire must be a solid neutral color or plaid, and is limited to the following options:

- 1) Slacks/Dress Pants
- 2) Skirts, skorts, jumpers (no more than 2" above the knee)
- 3) Shorts (dress-shorts, no more than 2" above the knee, no athletic shorts)
- 4) Mid-length slacks/capris

b. Bottoms must be worn around the waist. A solid neutral color, traditional belt and buckle are permitted and recommended. Neutral color suspenders are permitted.

c. Pockets – only traditional front or back pockets are permitted. No pockets or loops on the sides, or below the knee are permitted.

d. Denim is not permitted.

e. Cargo pants, baggy pants, stretch pants, leggings, sweat pants, any pants with loops of any type other than belt loops at the waist, and holes, are examples of bottoms which are not permitted.

f. No imprint, insignia, design, tag or emblem is permitted on any bottom (lower body attire) with the exception of a small manufacturer's trademark or pinstripes.

g. All lower body attire must be hemmed and of an appropriate weight material.

II. Elementary School Students – follow the same guidelines as the secondary students, however the following are permitted:

- 1) Fitted jeans that meet all other requirements.
- 2) Pink is permitted for bottoms.
- 3) Simple accent designs on bottoms, such as a flower, or butterfly, are permitted at the primary level.

3. Dresses – Girls are permitted to wear modest dresses that cover the neckline, or if they have buttons, are buttoned up to the first or second button. Length of dresses cannot be shorter than 2" above the knee.

4. Footwear – Dress shoes, sneakers, clogs or crocs are permitted, however, practical, sensible shoes are recommended (with straps at the elementary level). Beachwear/flip-flops/slippers, heelies and stash shoes are not permitted.

5. Other: Jackets, coats and other outerwear; headwear of any type, (with the exception of barrettes; or accessorized headbands; or religious wear) including but not limited to hats, bandannas, sweatbands, hoods, and kerchiefs; and sunglasses shall not be worn in school.

6. Nothing which promotes drugs, alcohol, violence, gangs, racism, immoral ideas, profane or inappropriate language may be worn at any time.

7. The superintendent or designee has the authority to make revisions in the dress code that support the spirit of the policy. Any such revisions will be shared with the board, staff, and parents.

5. Sanctions

The sanctions for non-compliance will be pursuant to the grade level appropriate Code of Conduct.

a. Administrator Options

1. Principals may request occasional exceptions from the Superintendent or designee to include apparel appropriate for celebration of spirit days or similar events such as outdoor field trips, i.e. stream studies.

2. Coaches may request occasional exceptions from the Building Principal to permit athletic team members to wear team uniform apparel or alternate dress attire.

6. Exceptions

Elementary Principals may grant class exceptions to permit clothing appropriate for participation in scheduled physical education classes.

The Pennsylvania Religious Freedom Protection Act, 71 P.S. §2401

b. Religious Garb Exception

1. A student, the student's parent(s) or legal guardian(s) may have religious beliefs that require the student to wear religious garb, which violates the prescribed dress code. Any parent, guardian or student seeking an exception from the prescribed dress code must complete a Petition for a Religious Garb Exception To The Dress Code (Attachment No. 1) and must schedule a meeting with the pupil's building principal or designee.

2. "Religious Garb" means, religious dress or attire, mark, emblem, or insignia indicating the fact that such student is a member or adherent of any religious order, sect or denomination. Examples of religious garb would include, but are not limited to: a Jewish Yarmulke or dark colored Orthodox clothing; Amish headwear or dark colored shirts, pants, dresses and shoes; Muslim headwear or Burka; Hindu or Moslem turbans; or Mennonite headwear and dresses for females.

The Pennsylvania Religious Freedom Protection Act, 71 P.S. §2401 et.seq.

In order to qualify for such a religious garb exception to the dress code, a student or the student's parent(s) or guardian(s) must establish that:

- (a) The requested religious garb exception is mandated by the student's sincerely held religious beliefs;
- (b) The wearing of the requested religious garb is fundamental to the student's sincerely held religious belief; and
- (c) The failure to wear the religious garb violates a specific tenet of the student's religious faith.

School District can refuse to grant a religious garb exception to the dress code policy if the District establishes that the requested religious garb exception will materially and substantially disrupt the work, discipline or educational process of the school.

c. Economic Distress Accommodations

1. If Parent(s), Guardian(s) and the student are unable to comply with the prescribed dress code because of economic distress, then they can apply for an accommodation during the period of distress. Any parent or guardian and student applying for Economic Distress Accommodations shall complete a Petition for Economic Distress Accommodations Form (Attachment No.2) and must schedule a meeting with the student's building principal or designee. In order to qualify for such an accommodation, the parent(s) or guardian(s) and the student must establish that:

- (a) They are economically unable to comply with the requirements of the Dress Code Policy;
- (b) They have applied for public assistance benefits for the student with the Pennsylvania Department of Public Welfare; and they have not yet received such benefits, nor received a denial of benefits.

6. Exceptions

If the economic distress criteria set forth above are established, then the School District will make reasonable accommodations to allow the student to comply with the dress code during the period before public assistance benefits are granted so that they can be applied towards purchasing the prescribed dress code items. If public assistance benefits are denied, then the School District's obligation to accommodate shall cease. Any parent, guardian or student applying for such accommodations shall sign any necessary forms or releases required for the School District to receive information about the status of the application for benefits and the decision of the Pennsylvania Department of public Welfare about such application.

PETITION FOR RELIGIOUS GARB EXCEPTION TO THE REQUIREMENT TO WEAR PRESCRIBED DRESS OR ALTERNATE DRESS

The undersigned parent(s) or legal guardian(s) and the student request that the student be permitted to wear "religious garb" which would violate the prescribed school dress code established by Board Policy No.221. It is their request that the student be permitted to wear "religious garb" as defined by religious garb exception to the dress code policy. The undersigned parent(s) or legal guardian(s) and student understand that they must establish the qualifying criteria set forth in the Religious Garb Exception to the Dress Code Policy.

Signature of parent/guardian Date

Signature of Parent/Guardian Date

Basis of Request for Religious Garb Exception:

Date of Meeting

Approval of Building Principal

PETITION FOR ECONOMIC DISTRESS ACCOMMODATIONS TO COMPLY
WITH THE DRESS CODE POLICY

The undersigned parent(s) or legal guardian(s) and the student request that the School District make reasonable accommodations to allow the student to comply with the prescribed school dress requirements established by Board Policy #221.

The undersigned parent(s) or legal guardian(s) and student understand that they must establish the qualifying criteria set forth in the Economic Distress Accommodations provision of the Dress Code Policy.

Signature of parent/guardian Date

Signature of Parent/Guardian Date

Basis of Request for Economic Distress Accommodations:

Date of Meeting

Approval of Building Principal