

June 13, 2022

## Percy Centennial Public School – Student Dress Guidelines

### *Guiding Belief*

At Percy Centennial Public School, we believe in creating a safe, inclusive, and equitable learning environment where students feel welcomed and respected. As a school body, we recognize that it is important for students to be able to express the many facets of their individuality, including, but not limited to ethnicity, race, culture, religious beliefs, and gender identity, and believe that students have a right to learn in a positive and caring space free of bias and discrimination.

### *Rationale*

Historically, dress codes have disproportionately and negatively impacted female-identified students, racialized students, gender diverse, transgender, and non-binary students, students with disabilities, socio-economically marginalized students, and Indigenous, First Nation, Metis, and Inuit students. Percy Centennial Public School is updating its dress guidelines with the principles of equity, diversity, inclusiveness, and respect for the dignity of all persons in mind.

The updated student dress guidelines function within the legislative environment of the Education Act and the Ontario Human Rights Code (OHRC) and are consistent with the Kawartha Pine Ridge District School Boards (KPRDSB) Equity, Diversity, and Inclusion Policy (B-3.2).

### *Objective*

- To establish fair and equitable standards and practices for the development of student dress guidelines.
- To ensure these standards and practices centre around student engagement and voice.
- To recognize that students have both the right to express themselves as well as maintain the shared responsibility of a respectful, safe, and positive school climate.
- To recognize decisions encompassing dress are important to a person's health and well-being.
- To recognize that dress plays a fundamental role in how students build healthy relationships and explore self-identity.

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### *Student Dress Guidelines*

Students may attend school and school related functions in dress/clothing of their choice that conforms to the following system standards.

- Students must wear a top and bottom layer of clothing that is of opaque material.
- Students must wear footwear. In certain situations (i.e. physical education class), specific footwear may be requested for safety reasons.
- The top layer must cover breasts, nipples/areolas.
- Top layers need straps but may expose shoulders, abdomen, midriff, and neck lines.
- The bottom layer must cover genitals, groin, and buttocks.
- Bottom layers may expose legs, thighs, and hips.
- Undergarments, if worn, need to be under a top and bottom layer. Undergarments may not be substituted as outerwear.
- Straps and waist bands may be exposed.
- Student dress will conform to established health and safety requirements for the intended activity (e.g., Health and Phys-Ed, Science, sporting events, Drama, Dance, etc.).
- Headwear must not obscure the eyes.
- Dress items, including accessories, will not promote offensive, lewd, vulgar, or obscene images or language.
- Dress items, including accessories, will not promote, nor be construed as or include content that is discriminatory (e.g., racist, anti-Black, anti-Indigenous, anti-Semitic, Islamophobic, sexist, transphobic, homophobic, classist, ableist, sizist, pornography, etc.), or that reasonably could be construed as defamatory, threatening, harassing, or promoting bias, prejudice or hate.
- Dress items, including accessories, may not symbolize, suggest, display or reference: tobacco, cannabis, alcohol, drugs or related paraphernalia, promotion or incitement of violence or any illegal conduct or criminal activities.
- Dress items, including accessories, will not interfere with the safe operation of the school, limit or restrict the rights of others.

## Student Dress Examples

The following examples form part of the Guidelines and may be referenced by students and staff in interpreting and implementing this policy, but the examples listed are non-exhaustive and other dress choices may be made that are consistent with the Guidelines but not identified in the following examples.

### *Students may Wear:*

- **Top Layers:** t-Shirt, sweater, vest, midriff baring shirts, tank tops including spaghetti straps, halter tops, backless tops, dress,
- **Bottom Layers:** pants, jeans, sweatpants, shorts, skirt, dress, leggings, fitted pants including leggings, yoga pants, ripped jeans, and skinny jeans.
- **Headwear:** ball caps, hats, bandanas, toque, du-rags, creed-based headwear. PLEASE NOTE: Out of respect, the school will ask that secular headwear be removed temporarily during O' Canada, Remembrance Day, memorial ceremonies, and other special events.
- Students have the right to wear creed/religious/cultural attire.
- assemblies such as Remembrance Day).
- **Footwear:** running shoes, winter boots, rubber boots, sandals, etc., must be worn.
- Clothing that conforms to established health and safety requirements in classes where protective or supportive clothing is needed, such as Science (eye or body protection), or Health and Physical Education (athletic attire, specific footwear, protective gear, sports equipment.)
- Dress items that support creed practices and/or similar human rights accommodations.

### *Students may not wear:*

- Undergarments as the only layer of clothing (i.e. Boxers, Sports Bras, etc.)
- Images or language that promotes or depicts drugs, illegal items, activity, or criminal behaviours.
- Images or language promoting or depicting discrimination, hate, or profanity.
- Images or language motivated by bias, prejudice or hate or that promote or incite harassment, bullying, hostile or intimidating environments for any individual or group based on race, colour, creed, culture, ethnicity, linguistic origin, disability, socio-economic status, age, ancestry, nationality, place of origin, sex, gender identity, gender expression, sexual orientation, citizenship, immigration status, family status, or body type/size.
- Images or language that promote, threaten, or incite violent behaviours.

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### *References*

- Queen Mary Public School, Student Dress Guidelines 2022.
- Queen Mary Public School, Be Yourself and Respect our Shared Spaces Poster
- Equity, Diversity, and Inclusion Policy (B-3.2).
- TDSB Framework
- TDSB Dress Guidelines Poster
- Upper Grand District School Board Framework