



Dress Code of the Renaissance Charter School

The Renaissance Charter School expects that all students will dress in a way that is appropriate for the school day or for any school sponsored event. Student dress choices should respect the school's intent to sustain a community that is inclusive of a diverse range of identities. The primary responsibility for a student's attire resides with the student and their parent(s) or guardian(s). The school is responsible for seeing that student attire does not interfere with the health or safety of any student, that student attire does not contribute to a hostile or intimidating atmosphere for any student, and that dress code enforcement does not 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, or body type/size. Dress code enforcement must also be conducted respectfully and mindfully. Any restrictions to the way a student dresses must be necessary to support the overall educational goals of the school and must be explained within this dress code.

1. Basic Principle: Certain body parts must be covered for all students at all times

Clothes must be worn in a way such that genitals, buttocks, breasts, and nipples are fully covered with opaque fabric. However, cleavage should not have coverage requirements. Please be mindful about addressing students with low, plunging necklines as all body types are different. All items listed in the "must wear" and "may wear" categories below must meet this basic principle.

2. Students Must Wear*, (while following the basic principle of Section 1 above):

- A **Shirt** (with fabric in the front, back, and on the sides under the arms), **AND**
- **Pants/jeans** or the equivalent (for example, a **skirt, sweatpants, leggings, a dress, shorts**, etc.), **AND**
- **Safe and seasonally appropriate footwear**

**Courses that include attire as part of the curriculum (for example, professionalism, public speaking, and job readiness) may include assignment-specific dress, but should not focus on covering bodies in a particular way or promoting culturally-specific attire. Activity-specific shoes requirements are permitted (for example, athletic shoes for PE).*

3. Students May Wear, (as long as these items do not violate **Section 1 (above and Section 4 (below))**):

- Hats facing any direction. Hats must allow the face to be visible to staff, and not interfere with the line of sight of any student or staff
- Religious headwear

- Hoodie sweatshirts (wearing the hood overhead is allowed, but the face and ears must be visible to school staff). **However**, if a teacher or staff member asks you to remove your hoodie, you **must** comply, especially if it is pulled tight and covers your ears.
- Fitted pants, including opaque leggings, yoga pants and “skinny jeans”
- Ripped jeans, as long as underwear and buttocks are not exposed.
- Tank tops, including spaghetti straps; halter tops
- Athletic attire
- Shorts, skirts, or dresses above your fingertips, as long as your buttocks are not exposed.

4. Students Cannot Wear:

- Violent language and/or images.
- Images or language depicting drugs, alcohol, illegal activities and/or gang affiliations.
- Hate speech, profanity, pornography.
- Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized group.
- Any clothing that reveals visible undergarments, with the **exception of bra straps**. Gym or athletic shorts under sagging pants are allowed.
- Swimsuits (except as required in class or athletic practice).
- Accessories that could be considered dangerous or could be used as a weapon.
- Any item that obscures the face or ears (except as a religious observance).

5. Dress Code Enforcement

To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement. **Students will only be removed from spaces, hallways, or classrooms as a result of a dress code violation as outlined in Sections 1 and 4**. Students in violation of **Section 1** and/or **Section 4** will be provided three (3) options to be replaced and dressed more to code during that school day:

1. Students will be asked to put on their own alternative clothing, if already available at school, to be dressed more to code for the remainder of the day.
2. Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day.
3. If necessary, students’ parents may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.

If an individual violates the dress code three or more times, staff members will request/set a meeting with the student in violation, as well as a Student Government representative, to discuss the violation.

Guidelines for Staff:

- School staff shall enforce the school’s dress code equally and fairly, without regard to the racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity of the student.

- School staff shall enforce the school’s dress code equally and fairly, without regard to a student’s transgender or gender nonconforming identity.
- School staff shall enforce the school’s dress code respectfully and privately. Students should not be shamed or required to display their bodies in front of others (students, parents, or staff) in school. “Shaming” includes, but is not limited to:
 - asking students to account for their attire in the classroom or in hallways in front of others
 - calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others
 - accusing students of “distracting” other students with their clothing
- School Staff will limit the amount of educational time used to address dress code violations; they will attempt to use transition time to deal with ay issues
- School staff will ask students to turn clothing inside out if it contains offensive language or content to minimize loss of instruction time.
- School staff will follow this dress code in all classrooms and common spaces, except when clothing choices inhibit safety or learning (such as science labs, or theatre class). Classroom specific dress code rules are not allowed.

These dress code guidelines shall apply to regular school days and summer school days, as well as any school-related events and activities, such as graduation ceremonies, dances and prom.

Students who feel they have been subject to discriminatory enforcement of the dress code policies should contact a member of the School Management Team as well their High School Student Government Representative .

This policy was drafted by The Renaissance Charter School High School Student Government in collaboration with The Renaissance Charter School Management Team and the High School Cluster Three Faculty in the 2017-2018 school calendar year. It is based on the Oregon NOW Model Dress Code.