

# CLOTHING POLICY

## FOREWORD

Clothing choices should respect the school's intent to sustain a community of diverse identities. All pupils and staff are expected to dress appropriately for school or any school-related event. The primary responsibility for a student's attire lies primarily with the student and their parent(s) and/or guardian(s).

The school is responsible for determining an inclusive, tolerant and supportive environment for any vulnerable individuals or communities within the school. Differences based on ethnicity, sex, gender identity, gender expression, sexual orientation, religion, cultural observance, household income, and/or body type and size, are to be respected and celebrated. The introduction of clothing standards should contribute to an environment of acceptance and protect vulnerable individuals or communities.

Staff and students will be respected and valued despite their attire, with constructive action required for violations as listed in A.1.4. Any restrictions to attire must support the overall educational goals of the school and must be explained within the principles of consideration and respect, as presented in this document.

'Staff' refers to both teaching and non-teaching adults on school premises. 'Students' refer to any individual attending classes on school premises or online using school resources, both full-time or otherwise. 'School members' refer to any person participating in a school programme, initiative or activity, online or offline.



## A. PROMOTING CONSIDERATION

### A.1. These body parts must be covered for all members of the school population at all times:

Clothes must be worn in a way such that genitals, buttocks, breasts, and nipples are fully covered with opaque fabric. Cleavage does not have coverage requirements. All items listed in the "must wear" and "may wear" categories below must meet this basic principle\*.

### A.1.1 Students must wear, while following the basic principle of Section 1 above:

- A top (with fabric in the front, back, and on the sides under the arms), **AND**
- Bottoms (for example, pants, jeans, a skirt, sweatpants, leggings, a dress or shorts), **AND**
- Footwear.

*\*Courses that include clothing as part of the curriculum (for example for hygiene and health, physical safety, professionalism, public appearances, and job readiness) may include additional clothing obligations for the activity but should not focus on moralising bodies in a particular way. These additional clothing obligations include athletic shoes for sports lessons, warm clothing and footwear for outdoor activities, and coats and protective goggles for lab sessions, among others.*

### A.1.3. Students may wear, as long as these items do not violate A.1 above:



- Caps, hoods and hats (facing straight forward or straight backward), turbans, hijab, sheitels, and kippah/yarmulke. These must allow the face to be visible to staff (outside of COVID-19 measures), and not interfere with the line of sight of any student or staff. Caps, hoods and hats must be taken off indoors.

- Hoodie sweatshirts (wearing the hood overhead is allowed outdoors, but the face and ears must be visible to school staff).

- Costumes, including onesies, for special occasions or events, as long as it does not contribute to the oppression of vulnerable groups, or fall into the description in A.1.4

- Fitted pants, including opaque leggings, yoga pants and “skinny” jeans
- Ripped jeans, as long as underwear and buttocks are not exposed.
- Tank tops (including with spaghetti straps); halter tops; visible straps are not to be sanctioned.
- Athletic attire.

### A.1.4. Students cannot wear:

- Violent language, symbols and/or images on clothing or the body.
- Images, symbols and/or language depicting/suggesting drugs, alcohol, vaping or paraphernalia (or any illegal item or activity) on clothing or the body.
- Hate speech, vulgarity and/or pornography on clothing or the body.

- Images and/or language that creates a hostile or intimidating environment for vulnerable individuals or communities on clothing or the body.
- Any clothing that reveals visible undergarments; bra straps are not included in this category.
- Swimsuits (except as required in class or athletic practice).
- Accessories that could be considered dangerous to the wearer or those around them, or could be used as a weapon.
- Any item that obscures the face (other than for health and legal reasons) and prevents facial recognition, including full-face paint.

## B. PROMOTING RESPECT

To ensure effective and equitable application of clothing standards, school staff shall apply the standards consistently using the requirements below. School administration and staff do not have discretion to vary the requirements in ways that lead to discriminatory treatment or body shaming. The purpose of this standardisation is to promote respect for those who are different from us, and contribute to an environment of inclusivity, tolerance and support.

Body shaming is the act or practice of negatively judging someone based on their physical appearance. It includes making remarks of a personal and judgmental nature that is contrary to the school's inclusive approach to clothing based on sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identities, household income, and/or body size/type.



### B.1. Prevention of Body Shaming

No student should be affected by the application of the clothing policy because of sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, and/or body size/type.

- School staff shall not enforce the school's clothing policy more strictly against transgender and gender nonconforming students.
- School members should not be shamed or required to display their body in front of others (students or staff) in school.
- School members should not be called out or shamed in front of others about their clothes (in accordance to A.1.1 and A.1.4). "Shaming" includes, but is not limited to:

- Kneeling or bending over to check attire fit;
- Measuring straps or skirt length;
- Asking school members to account for their attire in the classroom or in hallways in front of others;
- School members should not be accused of “distracting” other staff or students with their clothing.
- School members should not use another’s clothing choice as grounds for verbal sanction or disciplinary action, unless it is a violation as outlined in A.1.1 and A.1.4 above.
- School members will only be asked to temporarily leave spaces, hallways, or classrooms because of a violation as outlined in A.1.1 and A.1.4 above, to attend to one of the options listed in B.2.

### **B.2. In cases of non-adherence to the clothing policy as outlined in section A.**

School members in violation of the clothing policy will be provided three (3) options to be dressed more to code during the school day:

- School members 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.
- School members may be provided with temporary school clothing (EP) to be dressed more to code for the remainder of the day.
- If necessary, students’ parents will be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.

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

### **B.3 In cases of discrimination as outlined in B.1.**

School members who feel they have been subject to discriminatory enforcement of the clothing policy should contact their staff representative, class teacher, educational advisor or the Assistant Deputy Director for the Secondary School.

#### [List of staff in the Secondary School](#)

*This policy will be regularly updated to better meet the needs of the school community. This policy is part of the larger EEB2 Anti-Sexual Harassment policy and reflects the more general expectations of consideration and respect in EURSC service regulation [2010-D-362-en-9, 2011-04-D-14-en-14, 2016-05-D-11-en-7, 2007-D-153-en-10, 2007-D-441-en-5] and Child Protection policy [2007-D-441-en-5].*

*EEB2 Anti-Sexual Harassment working group 2020-2022*