

STUDENT DRESS

The Bangor School Committee recognizes that responsibility for the dress and appearance of students rests with individual students and their parent(s)/guardian(s). As a reflection of self-expression and one's cultural practices and identities, the Committee will interfere with this right only on the occasion when apparel or appearance choices of students create a disruptive influence on the academic environment or affect the health or safety of others.

Guidelines for student dress, which will be developed and enforced by the administration in individual schools, shall be written in a manner free from discrimination on the basis of race, color, sex, sexual orientation, gender expression, gender identity, physical or mental disability, religion, age, ancestry, national origin, genetic information, or familial status. Further, student dress guidelines reflect the need for equitable enforcement that does not reinforce stereotypes or disproportionately impact students of diverse sizes, gender expressions/identities, income levels, and underrepresented racial, ethnic, or religious groups.

Students are encouraged to use sound judgment and reflect respect for themselves and others in dress and grooming. In keeping with the goals of the school department to provide a safe, healthy, and non-discriminatory environment free of harassment for educating students for maximum academic and social development, the following restrictions on dress shall be enforced while in school buildings, on school grounds (when school is in session), at school functions, in school vehicles, on school property, and at school-sponsored activities. Students shall not wear:

- A. Articles of clothing that deter clear identification of students' faces, including sunglasses while indoors, face coverings (excluding masks mandated for COVID-19 or other medical purposes), baseball caps and hoods. Identification of school staff, students, and guests is needed in many circumstances.
- B. Articles of clothing that promote the use of tobacco, alcohol, drugs, or weapons.
- C. Clothing, footwear, insignia, or accessories that are intended to identify the wearer with gang activity.
- D. Articles of clothing with text or depictions that are sexual, vulgar, lewd, generally insulting, or include content that results in insulting or discriminatory effect of any protected class or marginalized population.
- E. Articles of clothing with displays that are racially inflammatory, include hate speech, and/or violate the School Committee's discrimination or harassment policies or policies regarding self-expression.
- F. Clothing that is destructive of school property (e.g., cleats, pants with metal inserts that scratch furniture).
- G. Chains of any type affixed to clothing.
- H. Clothing that exposes undergarments or does not cover the body appropriately: Clothes must be worn in a way such that genital areas, buttocks, and chest are covered when a student engages in school-related activities and movement. Clothing should fully cover undergarments. Bra/tank top straps and visible waistbands do not constitute excessive exposure. Midriff should be reasonably



covered, meaning clothing should cover the majority of one's abdomen. See-through and strapless clothing shall not be worn. Excessively baggy clothes that pose a safety risk should not be worn.

School administrators or teachers may require special clothing for health and safety reasons for students participating in physical education, certain extracurricular activities, work with or around machines or other activities. However, no particular brand may be required.

The administration recognizes the responsibility of the individual student to dress in a manner that reflects respect for self and others and will address concerns with student attire individually and respectfully. In cases where an administrator determines that clothing is not consistent with this responsibility, the student will be expected to change their dress before continuing the school day.

If any aspect of student dress is not in accordance with the above guidelines due to religious beliefs, ethnic or cultural expression, disabilities, or medical purposes, a parent or guardian should contact the building principal for reasonable accommodation. Final determination for appropriate dress is at the discretion of Bangor School Department administration. The Superintendent is responsible for the development of any administrative procedures necessary to implement this policy.

Implementation of Student Dress Policy:

Students not meeting expectations of the Student Dress policy will be addressed individually, privately and tactfully by building staff in the event of a dress code violation outlined in items A through H above. Students whose clothing violates Student Dress rules will then be given the opportunity to change clothing, wear clothing with objectionable content inside out, and/or cover clothing with another article of clothing. A parent or guardian may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day. Parent(s)/guardian(s) will be contacted if there is unresolved or ongoing non-compliance with attire.

Staff will be trained on what dress choices constitute a policy violation and how to address violations of the Student Dress policy annually as scheduled by building administration and upon new hire orientation.

This policy will be published annually in student handbooks and reviewed annually with students on a schedule determined by building administration and upon new student onboarding.

Cross Reference: AC – Nondiscrimination and Affirmative Action
 JCAA – Student Self-Expression

ADOPTED: August 19, 2020
REVISED: September 14, 2022

