



**Responsible Office:** Office of School Leadership

## **BOARD POLICY 5105**

### **STUDENT UNIFORMS – ADOPTION OF A SITE-BASED POLICY**

#### **PURPOSE**

The Board of Trustees (“Board”) believes that every school community has the right to consider and adopt a site-based policy regarding student uniforms. Such consideration shall include input from parents/guardians, students, and staff and be consistent with the desired outcomes set forth within this policy. This policy shall serve to establish the Washoe County School District’s (“District”) protocols and processes that shall be followed in contemplating, adopting, and implementing such a site-based student uniform policy.

#### **POLICY**

1. Guiding Principles
  - a. The Board authorizes the Superintendent to allow District schools to establish a site-based policy that requires students to wear student uniforms, in compliance with the provisions of state law.
  - b. Schools that choose to adopt a site-based student uniform policy shall follow a collaborative, inclusive process that gives parents/guardians, students, and faculty and staff a voice. The implementation of student uniforms at a specific school site must adhere to the parameters set forth through this policy’s accompanying administrative regulation.
  - c. Student uniforms may enhance a positive school climate by promoting student responsibility and self-discipline; add to a safe and respectful learning environment; and allow students and staff to focus attention on increasing student achievement and not dress code violations or real or perceived variations in socio-economic status.
2. Guiding Practices
  - a. Each site-based student uniform policy shall:
    - i. Include a description of the uniform (i.e. colors, types of clothing);
    - ii. Identify which students must wear the uniforms;
    - iii. Designate the hours or events during which the uniforms must be worn;

- iv. Describe the program of financial assistance for the acquisition of uniforms by parents/guardians; and,
  - v. Include a statement that the specific prohibitions and limitations of the District's dress code shall remain in effect, consistent with the site-based student uniform policy adopted by a school.
- b. Appropriate Clothing for a Student Uniform
- i. Using a pre-determined set of District approved clothing guidelines, schools that adopt a site-based student uniform policy shall determine the specifically allowed articles of clothing and color scheme during the survey process.
  - ii. Uniforms may have the school mascot and school name. No other language or images shall exist on the uniforms that is not specific to the school name and mascot (i.e. "Juniper Elementary School Bears").
  - iii. The site-based policy shall not include content-based exceptions to the uniform requirements.
    - 1. Content based exceptions (clothing not allowed as an exception to the school uniform) include, but are not limited to: Team clothing (i.e. football jerseys); and Uniforms of outside organizations in lieu of the school uniform (i.e. Boy Scout uniform).
    - 2. Uniforms which are worn as a requirement of an academic program of the District or the school, (i.e. JROTC, certain internships, and signature academies) are permitted.
  - iv. A school principal may designate certain days on the school calendar as "free days," or days at the school site when no student is mandated to wear the student uniform.
- c. Dissemination of the policy decision. It shall be the responsibility of the school-site administration to disseminate information regarding adoption of a site-based student uniform policy. An information packet shall be distributed to all families of students that shall include, but not be limited to:
- i. Information on the policy;
  - ii. Options on articles of clothing, colors, etc.;
  - iii. How to order uniforms, including the names and addresses of vendors;
  - iv. Costs and available financial assistance programs;

v. Enforcement guidelines.

d. Sale of Uniforms

- i. The sale of student uniforms as a fundraising opportunity at a school is prohibited. In some cases, an outside vendor may be selected to sell student uniforms. Every effort should be made to make clothing available that is both affordable and good quality.
- ii. Financial assistance for the acquisition of school uniforms shall be made available for eligible parent(s)/guardian(s). This assistance can take the form of financial assistance, uniforms offered at a discount, or uniforms being donated or sold by graduating students.

e. Schools shall evaluate the effectiveness of the site-based student uniform policy every fourth year the site-based policy is in place using the site-based policy adoption process. (See Administrative Regulation 5106)

- i. No other changes to the site-based student uniform policy shall occur within the four-year period without the express permission or, as appropriate, under the direction of the Superintendent. Such permission may require initiation of the adoption process to ensure parent/guardian input is sought and obtained.
- ii. The Superintendent may direct changes to a site-based policy when the change is necessary to ensure consistency and compliance with Nevada and federal law and jurisprudence and WCSB policies, regulations, and procedures.

f. General Provisions

- i. Commencement of the school-site student uniform policy shall be at the start of the school year following its adoption and be in effect for four school years.
- ii. The uniforms selected shall not be characterized as gender-specific.
- iii. Nothing in this policy shall be construed to restrict or ban a student's wearing of religious clothing. Parents having religious-based concerns regarding the dress code are encouraged to discuss them with the principal. Any appeal of the principal's decision shall follow the process described in Board Policy 1600, Public Complaint Procedure, and the accompanying Administrative Regulation.
- iv. At the principal's discretion, exceptions for special Spirit Days and/or Free Dress Days can be made. Such exceptions cannot benefit one group of students to the exclusion of another group.

- v. At the discretion of the Superintendent, certain alternative setting schools may mandate the use of school uniforms or standard student attire without following the adoption process outlined in Administrative Regulation 5105.
- g. Consequences for Violations of the School Uniform Policy
  - i. A student who is found to be in violation of the school's site-based student uniform policy may face consequences as outlined in the District's Behavior Matrix and Progressive Discipline Plan.
  - h. The Superintendent may develop any regulations, procedures and/or practices necessary to implement the provisions of this policy.

### **DESIRED OUTCOMES**

1. Through this policy, a consistent and equitable process for initiating a site-based school uniform policy, consistent with the District's dress code, shall be established. The intent of any dress code is to help generate a positive learning environment, enhance positive interactions between students, and create and maintain a favorable school image.

### **IMPLEMENTATION GUIDELINES & ASSOCIATED DOCUMENTS**

1. This policy reflects the goals of the District's Strategic Plan and aligns with the governing documents of the District, to include:
  - a. Board Policy 5700, Safe and Respectful Learning Environment
  - b. Administrative Regulation 5106, Student Uniforms
  - c. Board Policy 5400, Student Behavior
2. This policy complies with Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC) to include:
  - a. Chapter 388, System of Public Instruction, and specifically:
    - i. NRS 388.121 – 388.137, Provision of Safe and Respectful Learning Environment
  - b. Chapter 392, Pupils, and specifically:
    - i. NRS 392.415, Authorization to establish policy of uniforms for pupils and dress code for educational personnel; financial assistance for pupils to purchase uniforms
    - ii. NRS 392.461-4675, Behavior and Discipline

### **REVIEW AND REPORTING**

1. This document shall be reviewed as part of the bi-annual review and reporting process, following each regular session of the Nevada Legislature. The Board shall receive notification of any required changes to the policy.

2. Administrative regulations, and/or other associated documents, will be developed as necessary to implement this policy. The Board shall receive notification of the adoption and/or revision of any implementing administrative regulations.
3. School Uniform Site-Based Policies shall be evaluated by the school every four years upon adoption.

**REVISION HISTORY**

Date	Revision	Modification
6/24/2014	1.0	Adopted
4/14/2015	2.0	Revised: moved certain appropriate items to the administrative regulation
9/13/2016	3.0	Revised: removed specifics of adoption process, to include school committees, which are covered in the implementation procedures in the administrative regulation
3/12/2019	4.0	Revised: adds pros; clarifies free days; allows superintendent to make changes when necessary due to change in policy or law