

Student Dress Code

1.0 Rationale

The Durham District School Board (DDSB) believes that school-level dress codes (a “Student Dress Code”), informed by parents, guardians, staff and students, promotes a safe, equitable, welcoming, respectful and inclusive environment for teaching and learning that supports student well-being and is free from discrimination. The DDSB respects the diverse needs and identities of our communities and values their contribution to the student dress code. This policy is informed by and compliant with the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, the Ontario Education Act and the DDSB’s Guidelines and Procedures for the Accommodation Creed in Schools: An Inclusive Approach.

The DDSB is committed to ensuring that school-level student dress codes:

- consider and address the disproportionate and negative impacts that dress code policies may have on specific groups of students based their identities
- are progressive and honour the diverse needs and identities and safety of all students and staff
- consider and address any safety issues related to the dress code

2.0 Objective

- To authorize the creation of a board procedure that provides direction to schools in the setting of a school-level student dress code
- To establish fair and equitable standards to inform the dress code procedure that complies with legislative requirements and supports the District’s commitment to human rights, anti-oppression, anti-racism, non-discrimination, and equitable and inclusive education.

3.0 Definitions

In this policy,

- 3.1 Board within this policy document refers to the Board of Trustees for the DDSB
- 3.2 District refers to the corporate entity of the Durham District School Board.
- 3.3 Staff refers to any individual who is employed by the DDSB.
- 3.4 Administration refers to any individual or group constituted under the Education Act and in a position of authority by the DDSB to implement, administer, or manage policies and procedures of the Ontario Ministry of Education and the DDSB.
- 3.5 Health and Safety Standards refers to the core responsibility of the DDSB as outlined in the Positive School Climate policies and procedures and the Code of Conduct, and Discipline for Students.

- 3.6 School Community Council (SCC) is an advisory body that makes recommendations to the Principal and school board to further student achievement and well-being. Every school in the DDSB shall have a School Community Council (SCC). The Principal shall solicit the views of the SCC with respect to appropriate dress for pupils in schools (Ont. Reg. 612/00)

4.0 Responsibilities

- 4.1 **Trustees:** The Trustees are responsible for the strategic direction of the Board and ensuring that policies are regularly updated to support the multi-year strategic plan. They are also responsible for ensuring compliance by the District with policies through the annual review of the Director of Education.
- 4.2 **Director of Education:** The operations of the District are the responsibility of the Director of Education (and designates) and include measures to implement and ensure compliance with Board policy by adapting and implementing appropriate procedures and by providing professional learning and training to staff to support implementation. A focus on enhancing understanding of human rights obligations and addressing discriminatory assumptions, stereotypes and unconscious bias is required.
- 4.3 **School Community Council:** School Community Council (SCC) is an advisory body that makes recommendations to the Principal and school board to further student achievement and well-being (Ont. Reg. 612/00 under the Education Act).

5.0 Policy

- 5.1 This policy establishes the foundation that shall inform the District's procedure for school-level dress codes.
- 5.2 The following principles shall be considered and incorporated into the District's procedure for the establishment and implementation of school-level school dress codes:
- Standards and practices shall centre around diverse student engagement and voice.
 - It shall reflect meaningful consultation with students, parents and guardians, and school community councils
 - There shall be recognition of shared responsibilities to promote and protect rights and freedoms and to maintain a respectful, safe and positive school climate.
 - Terms and implementation of a Student Dress Code shall comply with the Ontario Human Rights Code, and shall not reinforce or lead to discrimination, marginalization or oppression of any individual or group as outlined in the Ontario Human Rights Code.
- 5.3 The Director of Education or designate(s) shall ensure that all Student Dress Codes are compliant with this policy and any procedure(s) that support it

6.0 Evaluation

This policy is to be reviewed and updated as required but at a minimum every 5 years.

7.0 Reference Documents

7.1 Policies

- Code of Conduct
- Positive School Climate
- Consultative Process
- Policy Formation and Review

7.2 Procedures

- Durham District School Board's Guidelines and Procedures for the Accommodation Creed in Schools: An Inclusive Approach.
- SCC Procedure

7.3 Other Documents

- Canadian Charter of Rights and Freedoms
- The Ontario Human Rights Code
- The Ontario Education Act

Appendix:

None

Effective Date

2001-09-01

Amended/Reviewed

2006-05-07

2010-05-17

2015-03-23

2020-05-19