

## **FIT Academy**

### **504 STUDENT DRESS AND APPEARANCE**

#### **I. PURPOSE**

The purpose of this policy is to enhance the education of students by establishing expectations of dress and grooming that are related to educational goals and community standards. Research shows that wearing of a school uniform enhances community participation and academic achievement.

#### **II. GENERAL STATEMENT OF POLICY**

- A.** The policy of the FIT Academy is to encourage students to be dressed appropriately for school activities and in keeping with community standards. This is a joint responsibility of the student and the student's parent(s) or guardian(s). In an effort to strengthen our school climate, we will require students to meet our school's uniform requirements.
- B.** Student Uniform: Students must purchase on their own slacks and shirts that meet the FIT Academy uniform requirements as follows:
1. Clothing: Please note, clothing must fit properly. Baggy, cargo, carpenter style or hip hugging styles of pants/shorts are prohibited. Clothing should not be ripped, cut, faded or torn.
  2. Students must wear slacks, athletic pants, shorts or skirts that meet the following requirements:
    - a. Slacks: Students may wear full length slacks, black or navy in color. Slacks may NOT have stripes or any other colors or team logos. Small name brand logos are acceptable. The school will offer activewear slacks for sale, or slacks may be purchased by student families from local retailers. Leggings or Yoga-type pants are not acceptable unless worn under skirts as outlined in d. below.
    - b. Athletic Pants: Students may wear full-length athletic pants, black or navy in color. These will be made available for purchase through a school store account.
    - c. Shorts: Students may wear knee-length, black or navy twill shorts will be allowed through October 31 and beginning again on May 1. Shorts may not have stripes, decorations or other adornments. Athletic materials such as mesh will not be allowed except for physical education/fitness classes. Shorts may be purchased from local retailers.
    - d. Skirts: Students may wear knee-length, single color, black or navy skirts. Skirts may not have prints, decorations or other adornments. Full-length leggings may be worn underneath skirts. Skirts may be purchased from local retailers.
  3. Shirts: Students must wear school labeled tops in the form of short sleeve polo, long sleeve polo, jackets, or sweatshirts. These will be made available for purchase through a school store account (see section IV below). Students may wear any style or color provided that they are school labeled. All white long sleeve undershirts will be allowed but may not be bulky or textured.

4. Shoes: Students must wear closed toed shoes that are appropriate for physical activity.  
Shoes with eyelets must be laced and tied securely. Shoes with Velcro-type closures must close securely. Athletic/Tennis shoes are allowed and are recommended for participation in Physical Education. Students may NOT wear boots, dress shoes, clogs, open-toe or open heeled shoes (including Croc-type footwear throughout the school day. If wearing boots to school they should bring along a pair of shoes to change into.
5. Socks: Socks must be worn with shoes. Socks, knee-high, anklets, or tights in solid color, black/navy full-length leggings (no capri leggings) are allowed.
6. Headwear: Students may not wear any hats or headwear of any type except in the case of exceptions as outlined in Item E below.
7. Financial Need: Students who qualify for the free school lunch program will be able to purchase up to four top items at a 50% discount. For more information, please contact the school office.

**C.** Appropriate clothing includes, but is not limited to, the following:

1. Compliance with uniform requirements spelled out under item B above.
2. Clothing appropriate for the weather.
3. Clothing that does not create a health or safety hazard.
4. Clothing appropriate for the activity (i.e., physical education or the classroom).

**D.** Inappropriate clothing includes, but is not limited to, the following:

1. "Short shorts," skimpy tank tops, tops that expose the midriff, and other clothing that is not in keeping with community standards.
2. Clothing bearing a message that is lewd, vulgar, or obscene.
3. Apparel promoting products or activities that are illegal for use by minors.
4. Objectionable emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group, evidences gang membership or affiliation, or approves, advances, or provokes any form of religious, racial, or sexual harassment and/or violence against other individuals as defined in FIT Policy 413.
5. Any apparel or footwear that would damage school property.

**E.** Hats or headwear are not allowed in the building except with the approval of the building director (i.e., religious observance or medical situations). Parents must contact the school office and request an exception for their child.

**F.** The intention of the Student Dress and Appearance policy is not to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing apparel on which such messages are stated. Such messages are acceptable as long as they are not lewd, vulgar, obscene, defamatory, profane, or do not advocate violence or harassment against others.

- G. “Gang,” as defined in this policy, means any ongoing organization, association, or group of three or more persons, whether formal or informal, having as one of its primary activities the commission of one or more criminal acts, which has an identifiable name or identifying sign or symbol, and whose members individually or collectively engage in or whose members engaged in a pattern of criminal gang activity. “Pattern of gang activity” means the commission, attempt to commit, conspiring to commit, or solicitation of two or more criminal acts, provided the criminal acts were committed on separate dates or by two or more persons who are members of or belong to the same criminal street gang.

### III. PROCEDURES

- A. When, in the judgment of the administration, a student’s appearance, grooming, or mode of dress interferes with or disrupts the educational process or school activities, or poses a threat to the health or safety of the student or others, the student will be directed to make modifications or will be sent home for the day. Students who are out of uniform will also be required to change into uniform prior to returning to the classroom. Parents/guardians will be notified.
- B. An organized student group may recommend a form of dress for students considered appropriate for a specific event and make such recommendation to the administration for approval.

### IV. SCHOOL STORE

- A. The school will contract with a local vendor to provide a school store. The contract will be issued in following the school’s procurement policy and bids will be evaluated based on price as well as vendor’s ability to operate the online school store and ability to fulfill orders in a timely manner.
- B. Parents must order using the online school store portal. The school will establish ordering windows as well as bulk delivery date. Bulk deliveries will be sent to the school and parents will be able to pick-up items from the school. In the event that an order is placed outside of the ordering window, the order will be subject to a delivery charge.
- C. Pricing: The school will build a surcharge into the cost of items for its’ free and reduced scholarship fund. These funds will be used solely to provide discounts to families who qualify for the free and reduced lunch program.

#### ***Legal References***

U. S. Const., amend. I  
*Tinker v. Des Moines Indep. Sch. Dist.*, 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)  
*B.W.A. v. Farmington R-7 Sch. Dist.*, 554 F.3d 734 (8<sup>th</sup> Cir. 2009)  
*Lowry v. Watson Chapel Sch. Dist.*, 540 F.3d 752 (8<sup>th</sup> Cir. 2008)  
*Stephenson v. Davenport Cmty. Sch. Dist.*, 110 F.3d 1303 (8<sup>th</sup> Cir. 1997)  
*B.H. ex rel. Hawk v. Easton Area School Dist.*, 725 F.3d 293 (3<sup>rd</sup> Cir. 2013)

*D.B. ex rel. Brogdon v. Lafon*, 217 Fed.Appx. 518 (6<sup>th</sup> Cir. 2007)

*Hardwick v. Heyward*, 711 F.3d 426 (4<sup>th</sup> Cir. 2013)

*Madrid v. Anthony*, 510 F.Supp.2d 425 (S.D. Tex. 2007)

*McIntire v. Bethel School, Indep. Sch. Dist. No. 3*, 804 F.Supp. 1415  
(W.D. Okla. 1992)

*Hicks v. Halifax County Bd. of Educ.*, 93 F.Supp.2d 649 (E.D. N.C. 1999)

*Olesen v. Bd. of Educ. of Sch. Dist. No. 228*, 676 F.Supp. 820 (N.D. Ill.  
1987)

***Cross References***

FIT 413 (Harassment and Violence)

FIT Policy 506 (Student Discipline)

FIT Policy 525 (Violence Prevention)