

1. Colors - District-wide colors for uniform bottoms (pants, skirts, and shorts) will be **khaki tan, black and navy blue**. The district-wide top color will be **black, white or light blue** with a collar. These colors may be worn at all schools. Each school may choose **one** additional color for uniform tops their students. Dresses must have sleeves and a collar or have an approved top underneath. Dresses can be khaki tan, navy blue, black, white, light blue or the approved school color. Identified colors should be stated specifically (ex. royal blue) so that students are not confused by the colors. *See also Table I District and School Color chart on page 4.*
2. Basic Uniform - The basic uniform shall be pants, skirt or jumper and long sleeve or short sleeve shirt with a collar (polo style, dress style, or turtleneck). Students can wear any combination of the official colors.
  - A. Pants must be straight-legged or boot cut in good condition without holes or tears. Full-length pants, cropped pants, cargo pants and straight-legged capri pants are permitted. Denim jeans and bell bottoms are not permitted.
  - B. Walking shorts are permitted. (Walking shorts are straight-legged shorts that are no more than three inches above the knee.)
  - C. Coveralls and overalls are prohibited.
  - D. Pants must fit at the waist and not be oversized or undersized (e.g., Baggy pants, sagging pants, tights, or pants made of spandex are prohibited.). If belts are worn they must be fitted and put through belt loops. If the pants or the garment has belt loops, the student must wear a belt. Belts must be solid brown, black, tan, white or navy blue in color. *See Table I.* Belt buckles must be a standard size without insignias, emblems or symbols. Over-sized belt buckles are prohibited.
  - E. Skirts or jumpers must not be more than three inches above the knee.
  - F. Shirts must be tucked on the inside of pants.
  - G. T-shirts may be worn as undergarments. They must be solid white or one of the additional colors approved for the school. School-issued T-shirts (with the school logo on it) may also be worn over approved color shirts.
  - H. Light jackets, vests, sweaters, sweatshirts without hoods, blazers and cardigans are permitted as items that may be worn over the uniform top. They must be solid and one of the following approved colors; khaki tan, navy blue, black, white, light blue or the school designated color. *See Table I.*
  - I. No denim material may be worn as uniform clothing.
  - J. All uniform clothing must be plain without any manufacturer's logos, brand names, pictures, or insignias visible on the clothing. A school logo on clothing is permitted.
  - K. Socks, tights and hose colors are solid white, navy blue, brown, black or the designated school color. (Hose may also be flesh tone) *See Table I. Tights must cover the toe.*
  - L. Neckties can be worn but must be solid black, navy blue or the designated school color. *See Table I.*
  - M. Headgear (including hats, scarves, hoods and du-rags) shall not be worn in the school building.

- N. Shoes should be solid white, brown, tan, black or navy blue. *See Table I.* Shoes can have heels no higher than one and one-half inches. Shoes with rollers/wheels and flip-flops are prohibited. Sneakers, sandals with straps on the heel, and boots are permitted. Shoestrings must be the same approved color as the shoe.
- O. Heavy coats, heavy jackets and raincoats are not covered by these regulations and are not to be worn during the school day unless permitted by the principal for special circumstances.
- P. Midriffs and cleavage shall be covered. All undergarments shall also be covered at all times.
3. The district prohibits Pre-K-12 students from wearing any type of clothing, apparel or accessory that denotes their membership in or affiliation with a gang. Therefore, principals shall have the authority to place restrictions on the Basic Uniform for safety reasons including gang-related activity.
  4. Students may wear the uniforms of nationally-recognized student organizations or the uniform of other school organizations at the schools on days specified by the organization (e.g., Girl Scouts, Boy Scouts, JROTC).
  5. The school district and local schools must inform parents of the availability of assistance if they cannot afford to purchase school uniforms at competitive prices.
  6. Violation of the school uniform policy shall not directly affect a student's academic or conduct grade.
  7. Parent concerns about the school uniform policy and the school dress code shall be reported to the principal.
  8. The Exceptional Children Department must decide whether any student(s) should be exempt from the School Uniforms Policy due to a student's exceptionality.
  9. The school uniform policy shall be in effect during both the school year and the summer program and at times when students are involved in Warren County Schools' sponsored events.

### **COMPLIANCE**

Schools may use the following strategies and disciplinary measures for violations of the School Uniforms and Dress Codes policy.

Principals are responsible for the enforcement of the dress code. A student who is not in compliance with this policy or a school dress code shall be given a reasonable period of time to make adjustments so that he or she will be in compliance. Failure to comply may result in the student being removed from school until his or her appearance or clothing meets school system policy or rules. The student's parent or guardian shall be notified prior to any such removal. (*See items 1-5 below*)

If necessary, disciplinary action may be taken to encourage compliance with the policy. Noncompliance could result in suspension or expulsion. Refer to the Student Code of Conduct.

A student who is not in compliance with the uniform dress code will be disciplined in the following manner.

1. The first infraction will involve parent contact by phone and a letter describing how the student was not in compliance with the policy. The parent will be asked to bring appropriate clothing to place the student within compliance immediately.
2. The second infraction will involve a parent meeting and the student will be sent home for the remainder of the school day.
3. The third infraction will result in the student receiving a 3-day suspension from school.
4. The fourth infraction will result in the student receiving a 5-day suspension from school.
5. The fifth infraction will result in the student receiving a 10-day suspension from school.
6. The sixth infraction will result in the student receiving a recommendation for long-term suspension for noncompliance and insubordination.

### **EXEMPTIONS**

#### **A. Request for Exemption and Appeals**

A parent who objects to the school uniform because of his or her religion, religious belief or because of a medical condition of the student must obtain a copy of the policy on School Uniforms and Dress Codes, a Request for Exemption form and an Exemption Questionnaire from the school, complete the form and questionnaire, and return them to the school. The principal shall review the form and questionnaire and accept or deny the request for exemption. If the principal is considering denying the request, he or she must first send a letter to the parent requesting a meeting to discuss and clarify the reason for the exemption request. The parent must meet with the principal within three school days of receiving the letter. The principal must accept or deny the request within two school days of meeting with the parent. If the principal denies the request, he or she must give the parent a written basis for the decision. The parent can appeal a principal's denial of the request for exemption to the Superintendent (or designee) by following the Warren County Schools Appeals Process.

- B. A religious exemption can be based on the religion of the parent or the religion of the child, but the parent must apply for the exemption in either case.

#### **C. Example of an Exemption Request**

*Mr. Smith requests an exemption for his daughter. He states that he is a member of a particular faith, and his religion requires women to cover their heads and all parts of their bodies except their face, hands, and feet when in public. Mr. Smith believes that wearing the traditional dress style of his faith will allow his child to fulfill these requirements. He believes that the school uniform is not sufficient to meet the requirements set forth by his faith.*

In this example, the parent identified his religion and one of its beliefs or tenets and indicated how he believed wearing the school uniform conflicts with one of his religion's beliefs.

<b>Table I</b>		
<b>DISTRICT AND SCHOOL COLOR CHART</b>		
<b>School Name</b>	<b>District Colors (Tops)</b>	<b>School Designated Color (Tops, Ties, and Socks)</b>
Mariam Boyd Elementary School	Black, White, and Light Blue	Navy Blue
Northside Elementary School	Black, White, and Light Blue	Red (Bright Red)
South Warren Elementary School	Black, White, and Light Blue	Burgundy
Vaughan Elementary School	Black, White, and Light Blue	Burgundy
Warren County High School	Black, White, and Light Blue	Burgundy
Warren County Middle School	Black, White, and Light Blue	Purple
Warren Early College High School	Black, White, and Light Blue	Navy Blue
Warren New Tech High School	Black, White, and Light Blue	Heather Gray (Light Gray)
<b>Uniform Bottoms must be Navy Blue, Black and Tan Khaki District Wide</b>		
<b>Neckties must be solid Black, Navy Blue and/or the Designated School Color</b>		
<b>Socks, Tights and Hose Colors must be White, Navy Blue, Brown, Black or the Designated School Color (Hose may also be flesh tone)</b>		
<b>Shoes and Belts must be Solid Black, Brown, Tan, Navy Blue or White</b>		
<b>Light Jackets, Vests, Sweaters, Sweatshirts Without Hoods, Blazers, Cardigans and Dresses Must be <u>Solid</u> Black, Tan Khaki, Navy Blue, White, Light Blue or the School Designated Color</b>		

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