



# Kawartha Pine Ridge District School Board

## Administrative Regulation

**Regulation Name: Student Dress Code**  
**Section: Board and Community**

**Regulation Code: B-3.2.8**  
**Policy Code Reference: B-3.2**

Established: June 10, 2024

Revised or

Reviewed:

### 1. Objective

The goal of this administrative regulation is to provide students with learning environments that are inclusive, equitable, safe, and welcoming, and recognizes the decisions about dress reflect individual expressions of identity, socio-cultural norms, and economic factors. This regulation recognizes that student dress choices are personal and important factors to a person's health and well-being.

### 2. Definitions

#### Administrative Regulation

A document issued through the Director of Education, governing the implementation of a Board policy, or required to coordinate and control certain aspects of system operations.

#### Board

The corporate Board which maintains the daily operation of the system; Kawartha Pine Ridge District School Board; a reference specifically pertaining to the Kawartha Pine Ridge District School Board as a legal entity; also referred to as KPR or KPRDSB

#### Harassment

Based on any prohibited ground(s) identified in the Ontario Human Rights Code, engaging in a course of vexatious comments or conduct that is known or reasonably known to be unwelcome, unwanted, offensive, intimidating, hostile or inappropriate and includes sexual harassment.

#### Human Rights

Human rights pertain to Ontario law that grants every person with a right to equal treatment with respect to services, goods, and facilities without discrimination where one or more of the 17 protected grounds (as stipulated in the Ontario Human Rights Code) is applicable. Human rights pertain specifically to Code-based complaints and will always be handled according to Board Policy B-3.3, Human Rights: Code-Based Discrimination and Harassment and corresponding administrative regulation.

**Ontario Human Rights Code (OHRC)**

The Human Rights Code is an Ontario law that gives everyone in Ontario equal rights and opportunities by preventing discrimination and harassment in five protected social areas and 17 protected grounds. The Code has supremacy over other provincial laws, and other Ontario laws must agree with it.

**3. Application**

This administrative regulation applies to all students.

**4. Responsibility**

The school administrator is responsible for informing students, staff and parents/caregivers of the student dress code and ensuring that the regulation is adhered to.

The family of schools superintendent is responsible for operationalizing the Student Dress Code regulation.

**5. Procedure****5.1 Guiding Principles**

5.1.1 Historically, school dress codes have been written and enforced in ways that disproportionately and negatively impact: female-identified students, racialized students, gender diverse, transgender, and non-binary students, students with disabilities, socio-economically marginalized students, and Indigenous, First Nation, Métis, and Inuit students.

5.1.2 The Board recognizes that various groups in society have historically been treated inequitably. Unfair biases may have been expressed in various forms including prejudice, stereotyping, harassment, discrimination, exclusion, poisoned learning and working environments, and/or generally objectionable behaviour. Individual and systemic biases may relate to the prohibited grounds of discrimination identified by the OHRC. They may also relate to different aspects of cultural identity (e.g., culture, creed, linguistic origin, socio-economic status, nationality, gender).

5.1.3 The Board ensures that the principles of equity, valuing diversity, and inclusion are integrated into goals, policies, practices, structures, programs, and institutional, individual, and collective interactions such that they bolster the overall culture of the Board and its contribution to the communities it serves. This regulation draws on the principles of equity, anti-oppression, anti-racism, non-

discrimination, equitable and inclusive education and operates within the legislative environment of the Education Act, the Canadian Charter of Rights and Freedoms, and the OHRC.

## **5.2 Goals**

The procedures as set out in this administrative regulation will:

- 5.2.1 establish one regulation for fair, equitable and inclusive standards and practices for student dress in all schools within KPR.
- 5.2.2 ensure that these standards and practices centre around student engagement, valuing diversity and inclusion, and student voice.
- 5.2.3 recognize that students have both the right to express themselves and the shared responsibility to maintain respectful, safe, inclusive and positive school climates.
- 5.2.4 ensure that the application and enforcement of the student dress code eliminates unfair biases and prejudices that could limit individual and collective freedoms and does not reinforce or increase marginalization or oppression of any individual or group based on race, colour, creed, culture, ethnicity, linguistic origin, sex, gender identity, gender expression, sexual orientation, citizenship, immigration status, family status, and marital status or body type/size or another factor as defined and covered under the Board Policy B-3.2, Equity, Diversity and Inclusion, Board Policy B-3.3 Human Rights: Code Based Discrimination and Harassment, The Canadian Charter of Rights and Freedoms, and the OHRC.

## **5.3 Shared Rights and Responsibility of Student Dress**

- 5.3.1 Students have the right to express themselves, feel comfortable in what they wear, and the freedom to make dress choices. (e.g., clothing, hairstyle, makeup, jewellery, fashion, style)
- 5.3.2 Students have the responsibility to respect the rights of others and support a positive safe and shared environment.
- 5.3.3 Staff are responsible for ensuring that student dress does not interfere with student and staff health or safety requirements and/or promote offensive harassing, hostile or intimidating environments.
- 5.3.4 Staff have the additional responsibility to balance student health, well-being and safety and foster positive school climates while

affirming and respecting student choices and freedom of expression.

#### **5.4 Required Dress**

- 5.4.1 Clothing will include both a top and bottom layer and footwear.
- 5.4.2 Clothing (tops) may expose arms, shoulders, stomach, midriff, neckline, cleavage, and straps but will cover nipples.
- 5.4.3 Clothing (bottoms) may expose legs, knees, thighs, hips and expose waistbands but will cover groin and buttocks.

#### **5.5 Acceptable Clothing**

- 5.5.1 Any clothing that supports a human rights-related need or accommodation.
- 5.5.2 Any headwear that does not fully obscure the face, subject to public health and human rights-related needs and accommodations.

#### **5.6 Prohibited Clothing**

- 5.6.1 Students may NOT wear clothing that promotes, symbolizes, or incites violence, hate, discrimination, bias, prejudice, profanity, pornography, harassment, or bullying, threatens harm to the safety of self or others or that includes offensive (e.g. sexist, racist, homophobic, anti-Indigenous, anti-Black, anti-Semitic, Islamophobic) images or language.
- 5.6.2 Students may not wear undergarments as outerwear or transparent clothing that fully exposes undergarments as clothing unless required for curricular or co-curricular approved activities.

#### **5.7 Health and Safety Dress Code Requirements**

- 5.7.1 Students must comply with health and safety requirements for specific courses and/or co-curricular programs.
- 5.7.2 Students must comply with specialized dress requirements including personal protective/safety equipment in many classes/programs including science, physical education, technology and cooperative education.

**6. Related Policies, Administrative Regulations or Procedural Documents**

Board Policies:

[B-3.2, Equity, Diversity and Inclusion](#)

[B-3.3, Human Rights: Code Base discrimination and Harassment](#)

[ES-1.1, Safe and Caring Schools](#)

Administrative Regulations:

[B-3.2.4, Equity Diversity and Inclusion: Educational Program, Evaluation, Assessment and Placement](#)

[B-3.3.1, Human Rights: Code-Based Discrimination and Harassment](#)

[ES-1.1.1 Safe and Caring Schools: Discipline-Promoting Positive Student Behaviour: Code of Conduct](#)

**7. Reference Documents**

Legislation:

[Accessibility for Ontarians with Disabilities Act](#)

[Accepting Schools Act](#)

[Canadian Charter of Rights and Freedoms](#)

[Education Act](#)

[Human Rights Code](#)

[Safe Schools Act](#)

Other Documents:

[Ministry of Education Policy/Program Memoranda 119: Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools](#)

[Ministry of Education Policy/Program Memoranda 144: Bullying Prevention and Intervention](#)

[Ministry of Education Policy/Program Memoranda 128: Provincial Code of Conduct](#)

[Ontario's Equity and Inclusive Education Strategy](#)