

402 Uniform Dress Code

I. Purpose

The uniform policy of Innovation Science and Technology Academy (Innovation Academy) is intended to build a closer community, enhance the learning environment, and reduce competition among students. At Innovation Academy, students are expected to be in full uniform each day, and neatness, cleanliness, and modesty should always be observed. Please see the guidelines below. For more information on where to get a uniform please contact the Executive Director.

II. School Uniform Guidelines

Shirts

- All grades must wear a Hunter green knit polo shirt (long or short sleeve) with the Innovation Academy logo.
- All shirts must always be buttoned modestly. Only the top button may be undone.
- Long sleeve shirts may not be worn under short sleeve shirts.
- Any top layered clothing item must have an Innovation Academy logo.

Jumpers / Skirts

- Only grades PreK-5 can wear a green V-neck plaid jumper.
- White Peter Pan collar (rounded collar) or uniform Hunter green polo shirt must be worn under the jumper.
- Only grades 6-12 can wear navy blue skirt or skort (**skort is a skirt with a pair of integral shorts hidden underneath**).
- Skirts length should be no shorter than 2" above the knees. Skirts are not to be rolled at the waist.
- Bike shorts, navy or black leggings, or tights **MUST BE WORN** under skirts and jumpers.
- No pajama pants under jumpers/skirts.

Pants

- All grade pants and shorts must be navy blue uniform pants for boys or girls with no more than 4 pockets.
- Cargo pants or banded bottom cargo pants ("Joggers") are not allowed.
- No skin or underwear must show.
- No rolling/cuffing of pants.

Sweatshirt/Sweater (Optional)

- Innovation Academy embroidered green sweatshirt or fleece jacket, long-sleeved cardigan, or V-neck sweater are permitted.
- Students must have a uniform shirt underneath the sweatshirt if the sweatshirt/fleece jacket or cardigan/sweater is removed during school hours.

Shoes

- Shoes should be neat, modest, secured to the feet, and must not draw undue attention to the student.
- Flip-flops, slippers, clogs, sports sandals, or slides are permitted.
- Boots (except snow boots) or clogs are not to be worn with uniform pants or skirts.
- Tennis shoes are acceptable with all uniform combinations, including shorts, dress pants, or skirts. Shoelaces should match the color of the shoe.
- Tennis shoes for Physical Education and shoes that are safe for running and climbing on the playground must be worn.

III. Additional Notes

- Worn, damaged, faded, or outgrown uniforms should be repaired and/or replaced.
- No letter jackets are to be worn in the classrooms.
- Leg coverings (socks, leggings, or thighs must be black or navy blue).
- Hats and sunglasses are not allowed to be worn in school except for special event days that specifically allow for these to be worn.
- Hairstyles and accessories should not draw undue attention to the student. Hair should not extend below the eyebrows in the front. Neatness, cleanliness, and modesty should always be observed.
- The dyeing or bleaching of hair to extreme or unnatural colors will not be allowed.
- Shaving the scalp to show some designs will not be allowed.
- Facial hair is not permitted. These expectations will be enforced on non-uniform days, as well as regular uniform days.
- All jewelry must be modest and contain no inappropriate symbols. Pierced earrings are allowed; however, other visible body piercings (including facial piercings) or visible tattoos are not acceptable. These expectations should be followed on non-uniform days too.
- Yoga pants and leggings (except leggings worn under uniform jumpers/skirts) are not to be worn during the school day. (This expectation should be followed on non-uniform days too).
- Excluded accessories include arm warmers, bandanas, or clothing ornamentation such as scarves and pins.
- Belts are acceptable only with bottoms that have belt loops and belts must be worn through the belt loops.
- There should be no tying shirts in the back.
- Families who are eligible for educational benefits are eligible to receive benefits for school uniforms. Please contact the main office.

IV. Dress Code Violations

Students and parents/guardians will be informed of dress code violations. Dress code violations will result in disciplinary actions, which may include but may not be limited to the following:

- Parents may be contacted to bring an appropriate uniform or be given at school.
- Reoccurring uniform violations may result in further disciplinary actions.

V. Opt-Out Provision

Parents or guardians may apply to the school for full or partial exemption from the dress code in the following situations:

- A student's disability or medical condition which would substantially interfere with a student's ability to comply with the dress code. This exception will only be granted with a signed note from a physician.
- A student's religious observation which would be substantially hindered by compliance with the dress code.

VI. Non-Uniform Days

Non-uniform days will be scheduled throughout the course of the year. Students and parents will be informed of the dates in the school announcements. Students must demonstrate neatness, cleanliness, modesty, and pride in their appearance on non-uniform days. Joggers, yoga pants, or leggings (except leggings worn under uniform jumpers or skirts) are not allowed on non-uniform days. Shorts and skirts that are shorter than mid-thigh are not allowed on non-uniform days. Hats are also not allowed on non-uniform days.

Non-Uniform Day Guidelines

- Students have the option of wearing their regular school uniform on a non-uniform day.
- Students can also wear a uniform top on a pair of clean solid blue or black jeans (jeans with holes, rips or fraying will not be acceptable).
- No spandex pants or shorts of any kind – i.e., yoga pants, joggers, leggings, and/or biker shorts.

- Shirts must have sleeves or have another shirt over the top and must be modestly buttoned. Only the top button may be undone. No tank tops or spaghetti straps. No underwear, bra straps, cleavage or midriff may be showing.
- All other general Innovation Academy dress code guidelines should be followed.

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 (8th Cir. 2009)
Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)
Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997) D.B. *ex rel.*
Brogdon v. Lafon, 217 Fed.Appx. 518 (6th Cir. 2007)
Hardwick v. Heyward, No. 4:06-cv-1042-TLW, 2012 WL761249 (D.S.C. Mar. 8, 2012)
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: MSBA/MASA Model Policy 413 (Harassment and Violence)
 MSBA/MASA Model Policy 506 (Student Discipline)
 MSBA/MASA Model Policy 525 (Violence Prevention)

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