

ADSB Student Dress Expectations

The Ontario Human Rights Code prohibits policy or practice that discriminates or disproportionately impacts a particular individual or group. Historically, school dress codes have been enforced in ways that disproportionately and negatively impact some students, including those who identify or present as female, those who are racialized, gender diverse, transgender, non-binary, students with disabilities, those who are socioeconomically marginalized and Indigenous (First Nation, Métis, and Inuit) students.

The expectations outlined within the **ADSB Student Dress Expectations** are based on the ADSB's obligations under the Ontario Human Rights Code.

- The primary responsibility for a student's attire resides with the student and their parent(s) / guardian(s).
- Students have the right to express themselves, feel comfortable in what they wear, and have the freedom to make dress choices (e.g., clothing, hairstyle, makeup, jewelry, fashion, style, etc.).
- Students have the responsibility to respect the rights of others, and support a positive, safe, and shared environment.
- Students may attend school and school-related functions in dress of their choice that conforms to the following ADSB system standards.

Students:

- Will wear clothing which includes both a top and bottom layer made from opaque (not see-through or transparent) material. Bottom layers of clothing will cover the groin, genitals and buttocks. Top layers will cover the mid-chest (breast and nipple area).
- May wear clothing that exposes their arms, shoulders, stomach, midriff, cleavage, legs, thighs and hips.
- Will wear footwear that includes a sole made from plastic, rubber or leather.
- May wear any head wear or head covering that does not obscure the face including but not limited to ball caps, head scarves, hoodies, toques, durags, etc.
- May wear dress, head ware or face coverings that obscure the face to support religious / creed accommodations and similar human rights accommodations or personal masks for health reasons.
- May not wear undergarments as outerwear or as only layer of clothing. Straps and waistbands may be exposed, but otherwise undergarments cannot be visible.
- May not wear anything that promotes, symbolizes or incites hate, bias, prejudice or discrimination against any protected group under the Ontario Human Rights Code, including but not limited to race, ethnicity, gender identity, gender expression, disability, sexual orientation, and religious/creed affiliation, including images, logos and/or language.
- May not wear anything that incites violence, bullying or harassment, threatens the health and safety of self and others, or denotes, suggests, displays, symbolizes or references cannabis, alcohol, drugs or related paraphernalia, profanity, pornography or sexual activity, or other illegal conduct or activities (e.g. gang activity).
- May not wear swimwear as outerwear unless required for curricular or co-curricular approved activities.
- Will comply with the health and safety and dress requirements for the intended activity, including footwear requirements (e.g., health and physical education classes, science and chemistry classes, sporting events, technical education, drama/dance classes, cooperative education placements, etc).

