

## YMCA Central Leaders School Leader Dress Code | February 2018

YMCA Central Leaders School, herein referred to as CLS, created this dress code to help our school improve our dress code policies and enforcement processes. Leader dress codes support equitable access and does not reinforce gender stereotypes. Leader dress codes and advisor enforcement does not reinforce or increase marginalization or oppression of any group based on race, gender, ethnicity, religion, sexual orientation, household income, gender identity or cultural observance.

This dress code is specifically intended to address recent and escalating controversy about overreaching and detrimental dress codes for leaders.

Our values are:

- All leaders should be able to dress comfortably without fear or actual unnecessary discipline or body shaming.
- All leaders and advisors should understand they are responsible for managing their own personal “distractions” without regulating individual leaders’ clothing/self-expression.
- Advisors and SIT’s can focus on teaching without the additional and often uncomfortable burden of dress code enforcement.
- Leaders should not face unnecessary barriers to attendance at CLS.
- Reasons for conflict and inconsistent discipline should be minimized whenever possible.

### **I. GOALS OF LEADERS’ DRESS CODE**

- Maintain a safe learning environment in classes and activities where protective or supportive clothing is needed, such as sports (tennis shoes, athletic attire), swimming (swim suit).
- Allow leaders to wear clothing of their choice that is comfortable.
- Allow leaders to wear clothing that expresses their self-identified gender.
- Allow leaders to wear religious attire without fear of discipline or discrimination.
- Prevent leaders from wearing clothing or accessories with offensive images or language, including profanity, hate speech and pornography.
- Prevent leaders from wearing clothing or accessories that denote, suggest, display or reference alcohol, drugs or related paraphernalia or other illegal conduct or activities.
- Prevent leaders from wearing clothing or accessories that reasonably can be construed as being or including content that is racist, lewd, vulgar or obscene, or that reasonably can be construed as containing fighting words, speech that incites other to imminent lawless action, defamatory speech or threats to others.
- Ensure all students are treated equitably regardless of gender/gender identification, sexual orientation, race, ethnicity, body type/size, religion and personal style.

### **II. DRESS CODE POLICY**

CLS expects that all leaders will dress in a way that is appropriate for the day or event. Leaders dress choices should respect CLS’s intent to sustain a community that is inclusive of a diverse range of identities. The primary responsibility for a leaders’ attire resides with the students and parents/guardians. CLS is responsible for seeing that leaders attire does not interfere with the health or safety of any leaders, and that leader attire does not contribute to hostile or intimidating atmosphere for any student.

Leaders will be given the most choice possible in how they dress for CLS. Any restrictions must be necessary to support the overall goals and experience of CLS and will be explained within the dress code.

## **1. BASIC PRINCIPLE: CERTAIN BODY PARTS MUST BE COVERED FOR ALL LEADERS**

Clothes must be worn in a way such that genitals, buttocks, breasts, nipples and navels are covered with opaque material. Cleavage should not have coverage requirements. All items listed in the “must wear” and “may wear” categories must meet this basic principle.

## **2. LEADERS MUST WEAR while following the basic principles in section 1:**

- Shirt: fabric in the front, back and on the sides under the arms **AND**
- Bottom: pants/sweatpants/shorts/skirt/dress/leggings **AND**
- Footwear: shoes/athletic shoes/sandals/slippers

## **3. LEADERS MAY WEAR, as long as these items do not violate section 1:**

- Hats facing straight forward or straight backward. Hats must allow the face to be visible to advisors and SIT's, and not interfere with the line of sight of any other leader, advisor or SIT.
- Religious headwear
- Hoodie sweatshirts (overhead is allowed, but the face and ears must be visible to advisors and SIT's)
- Fitted pants, including leggings, yoga pants and “skinny jeans”
- Pajamas
- Ripped jeans, as long as underwear and buttocks is not exposed
- Tank tops, including spaghetti straps, halter tops and “tube” (strapless) tops
- Athletic attire
- Clothing with commercial or athletic logos
- Visible waistbands on undergarments or visible straps on undergarments worn under other clothing

## **4. LEADERS CANNOT WEAR:**

- Violent language or images
- Images or language depicting drugs or alcohol (or any illegal item or activity) or use of the same
- Hate speech, profanity, pornography
- Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups
- Visible underwear. Visible waistbands or straps on undergarments worn under other clothing are not a violation
- Bathing Suits (unless for a specific class/activity)
- Accessories that could be considered dangerous or could be used as a weapon
- Any item that obscures the face or ears (except as a religious observance.)

## **III. TRAINING FOR ADVISORS, SIT'S AND LEADERS**

- Advisors and SIT's will be trained to understand the purpose/spirit of the code, the actual code, and how to enforce with the least impact on Leaders learning, experience and self-confidence.
- Advisors and SIT's must enforce the district dress code consistently. Advisors and SIT's do not have discretion to vary the requirements in ways that lead to discriminatory enforcement.
- Advisors and SIT's will be trained and able to use student/body-positive language to explain the code and to address code violations.

#### **IV. DRESS CODE ENFORCEMENT AT CLS**

- Enforcement will be consistent with CLS's overall discipline plan. Failure to comply with the leaders' dress code will be enforced consistently with comparable behavior and conduct violations.
- Leaders will *never* be removed from a class or activity solely as a result of a dress code violation.
- Leaders will never be forced to wear extra clothing (that isn't their own) when they violate the dress code. They can be asked to put on their own on-site clothing to be dressed more to code.
- No leader should be disproportionately affected by dress code enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size or body maturity.
- The dress code will be clearly conveyed to leaders, not just in the handbook, but in other ways such as through social media, local Leaders Club meetings etc.
- Leaders will not be shamed or required to display their body in front of others (peers, parents, advisors, SIT's or volunteers) at CLS. "Shaming" includes but is not limited to kneeling or bending over to check attire fit, measuring straps or skirt length, asking leaders to account for their attire in a class or activity, and directing leaders to correct a dress code violation during instructional time.