



# École Secondaire South Kamloops Secondary

## SKSS Dress Code Policy

### School District #73 Five-Year Strategic Plan:

**Priority Four-** *Foster an inclusive, adaptable and accountable district culture.*

### South Kamloops Secondary School Vision Statement:

*We strive to be an inclusive community that values and encourages learning and global citizenship.*

### Rationale for change:

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, socioeconomically marginalized students and First Nation students. Our SKSS Dress Code Policy draws on the principles of sensitivity, equity, empathy, anti-racism, non-discrimination and inclusive education

The current SKSS Dress Code policy has been guided by SD #73 Administrative Procedure 350.2. It was our goal to develop an SKSS Dress code policy that reflects and prioritizes a learning environment that is safe, equitable, empathetic, sensitive and inclusive. We also recognize that decisions about dress reflect individual expression of identity, socio-emotional norms and economic factors that are personal and important with regards to a person's health and well-being.

**\*\*\* This policy is aligned to the British Columbia Human Rights Code \*\*\***





# École Secondaire South Kamloops Secondary

## B.C. Human Rights Code

In British Columbia, there are laws established to protect and promote human rights. The [B.C. Human Rights Code](#) exists to protect people, including employees, against discrimination and harassment. When it comes to discrimination or harassment issues in the workplace, the B.C. Human Rights Tribunal is responsible for resolving complaints.

As an employer, it is your legal duty to understand the rules and regulations under the *B.C. Human Rights Code* and to fulfill your responsibilities accordingly.

### **Discrimination and Human Rights**

The *B.C. Human Rights Code* states that everyone has the right to be free from discrimination in employment. This applies to hiring ads, termination, paying wages, working hours, benefits and the general environment of the workplace.

Employment discrimination is defined as poor treatment in the workplace based on any of the following personal characteristics:

- Race
- Colour
- Ancestry
- Place of Origin
- Religion
- Sex
- Gender Identity or Expression
- Sexual Orientation
- Physical Disability
- Mental Disability
- Marital Status
- Family Status
- Age
- Political Belief
- Criminal Conviction (not related to employment)





# École Secondaire South Kamloops Secondary

April 8, 2021

## Re: SKSS DRESS CODE POLICY

*South Kamloops Secondary School is committed to providing students with learning environments that are safe, equitable and inclusive. Students and staff must show mutual respect for everyone, and this does not change based on how someone is dressed.*

*South Kamloops Secondary believes that judgements on the appropriateness of student attire are best made by students and their families, because clothing choices reflect individual identity, cultural norms and socio-economic factors that are intensely personal. Students may attend school and school related functions in clothing of their choice that respects our Titans' school community and the B.C. Human Rights Code, provided that it meets the following conditions:*

- 1. Conforms with the Health & safety requirements for the intended activity.*
- 2. Does not promote drugs or alcohol.*
- 3. Does not display profanity.*
- 4. Does not display discriminatory language or images.*

***Hat Policy:** Individual teachers will discuss the wearing of headwear (Hats with brims/Toques/Hoodies etc.) in their classes and use this opportunity to discuss specific times when headwear may not be appropriate (exams/tests/student presentations etc....)*

*Headwear with brims/Toques/Hoodies (headwear that impacts the ability for school personnel to identify an individual- school safety) WILL NOT BE PERMITTED to be worn in all indoor common areas/hallways during regular school hours- this policy does not include religious head coverings*

**\*\*\* DRESS CODE POLICY TO BE REVIEWED ON AN ANNUAL BASIS EFFECTIVE 2021/2022\*\*\***

