

STUDENT DRESS CODE POLICY¹

Dress Code Philosophy

At Ecole Jeannine Manuel, we aim to live our mission of promoting international understanding by fostering a school culture of mutual respect, empathy, and open dialogue. As a multicultural community, our differences are our strengths.

- Putting people down for being different (or for any reason) is not acceptable at École Jeannine Manuel.
- Harassment and discriminatory behavior of any kind – including verbal harassment, unwanted physical contact, or demeaning comments – are not acceptable at École Jeannine Manuel.
- Defaming or humiliating another person – anonymously or not, privately or publicly – is not acceptable at École Jeannine Manuel.

As such, the student dress code at Ecole Jeannine Manuel is designed to support equitable and inclusive educational access and is written in a manner that does not reinforce stereotypes. To ensure fair and effective enforcement of this dress code, school administrators shall enforce the dress code consistently and in a manner that does not reinforce or increase marginalization, oppression, or discrimination of any individual or group based on their real or perceived national or ethnic origin, religion, sex, disability, sexual orientation, gender identity or expression, socioeconomic status, or physical appearance (body size/type/features).

Our values are:

- All students, staff, faculty, and administrators belong to a diverse and inclusive learning community in which respect for oneself, respect for others, and the social and emotional well-being of every individual are of utmost importance.
- All students should be encouraged to develop the capacity for self-awareness and for self-discipline and an understanding of the relationship between self-presentation, self-expression and the expectations or norms of a specific context or environment.
- All students should be able to dress comfortably for school and engage in the educational environment without fear of or actual unnecessary discipline or body shaming.
- All students and staff should understand that they are responsible for managing their own personal "distractions" without regulating individual students' clothing/self expression.
- All students should be able to attend school in an environment of strict neutrality with respect to religious beliefs and political convictions, free from any pressure that would prevent them from making their own individual choices, in accordance with French law and with our mission statement.
- Student dress code enforcement should not result in unnecessary barriers to school attendance.
- School staff should be trained and able to use body-positive language to explain the dress code.
- Reasons for conflict and inconsistent and/or inequitable discipline should be minimized whenever possible.

Our student dress code is designed to accomplish several important goals:

¹ Inspired by the [Evanston Township High School Student Dress Code](#)



- Maintain a safe learning environment in classes where protective or supportive clothing is needed, such as in Science (eye or body protection) or PE (athletic attire/shoes).
- Allow students to wear clothing of their choice that is comfortable.
- Allow students to attend school free of discrimination based on their real or perceived national or ethnic origin, religion, sex, disability, sexual orientation, gender identity, socioeconomic status, or physical appearance (body size/type/features).
- Allow students to wear clothing that expresses their self-identified gender.
- Allow students to attend school in an environment of strict neutrality with respect to religious beliefs and political convictions, free from any pressure that would prevent them from making their own individual choices.
- Prevent students from wearing clothing or accessories with offensive images or language, including profanity, hate speech, and pornography.
- Prevent students from wearing clothing or accessories that denote, suggest, display or reference alcohol, drugs or related paraphernalia or other illegal conduct or activities.
- Prevent students from wearing clothing or accessories that will interfere with the operation of the school, disrupt the educational process, invade the rights of others, or create a reasonably foreseeable risk of such interference or invasion of rights.
- Prevent students 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 others to imminent lawless action, defamatory speech, or threats to others.

Dress Code

Ecole Jeannine Manuel expects that all students will dress in a way that is appropriate for the school day or for any school sponsored event. Student dress choices should respect the School's intent to foster a community that celebrates difference and is inclusive of a diverse range of identities.

The primary responsibility for a student's attire resides with the student and their parent(s) or guardian(s).

The School Administration is responsible for making sure that student attire does not interfere with the health, well-being, or safety of any student, that student attire does not contribute to a hostile or intimidating atmosphere for any student, and that dress code enforcement does not reinforce or increase marginalization, oppression, or discrimination of any individual or group based on their real or perceived national or ethnic origin, religion, sex, disability, sexual orientation, gender identity, socioeconomic status, or physical appearance (body size/type/features). Any restrictions to the way a student dresses must be necessary to support the overall educational goals of the school and must be explained within this dress code.

1. Basic Principle: Certain body parts must be covered for all students at all times.

Clothes must be worn in a way such that genitals, buttocks, breasts, and nipples are fully covered with opaque fabric. However, cleavage should not have coverage requirements. All items listed in the "must wear" and "may wear" categories below must meet this basic principle.

2. Students Must Wear*, while following the basic principle of Section 1 above:

- A Shirt/Top (with fabric in the front, back, and on the sides under the arms), AND



- Pants/jeans or the equivalent (for example, a skirt, sweatpants, leggings, a dress or shorts), AND
- Shoes.

**Courses that include attire as part of the curriculum (for example, professionalism, public speaking, and job readiness) may include assignment-specific dress, but should not focus on covering bodies in a particular way or promoting culturally-specific attire. Activity-specific shoes requirements are permitted (for example, athletic shoes for PE), as are health and safety requirements (for example, body covering for work in the Science lab).*

3. Students May Wear, as long as these items do not violate Section 1 above:

- Athletic attire
- Hats facing straight forward or straight backward. Hats must allow the face to be visible to staff, and not interfere with the line of sight of any student or staff, and must be removed indoors.
- Hoodie sweatshirts, with the hood off when indoors.
- Fitted pants, including opaque leggings, yoga pants and “skinny jeans”.
- Tank tops, including spaghetti straps.

4. Students May Not Wear:

- Violent language or images.
- Images or language depicting/suggesting drugs, alcohol, vaping or paraphernalia (or any illegal item or activity).
- Bullet proof vest, body armour, tactical gear, or facsimile.
- Hate speech, profanity, pornography.
- Images or language that creates a hostile or intimidating environment for any individual or group
- Any clothing that reveals visible undergarments (slightly visible waistbands and visible straps are tolerated)
- Swimsuits (except at the pool as required for PE).
- Accessories that could be considered dangerous or could be used as a weapon.
- Any item that obscures the face or ears.
- Any conspicuous signs or symbols of religious or political affiliation(s).

5. Dress Code Enforcement

To ensure effective and equitable enforcement of this dress code, as well as an environment of mutual respect, empathy, and open dialogue, school administrators shall enforce the dress code consistently following the guidelines below. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement.

- Students not following the dress code as outlined in Sections 1 and/or 4 above will be referred to the appropriate Head or Deputy Head, who will follow up and who are solely responsible for dress code enforcement.
- Students not following the dress code as outlined in Sections 1 and/or 4 will be provided three (3) options to be dressed more to code during the school day:
 - Students will be asked to put on their own alternative clothing, if already available at school, to be dressed more to code for the remainder of the day.
 - Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day.
 - If necessary, students’ parents may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.



- No student should be affected by dress code enforcement because of their real or perceived national or ethnic origin, religion, sex, disability, sexual orientation, gender identity or expression, socioeconomic status, or physical appearance (body size/type/features), or body maturity.
- School administrators shall enforce the dress code fairly and in a gender-neutral way for all students.
- Students should not be shamed or required to display their body in front of others (students, parents, or staff) in school. “Shaming” includes, but is not limited to:
 - kneeling or bending over to check attire fit;
 - measuring straps or skirt length;
 - asking students to account for their attire in the classroom or in hallways in front of others;
 - calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others; in particular, directing students to correct sagged pants that do not expose the entire undergarment, or confronting students about visible bra straps, since slightly visible waistbands and straps on undergarments are tolerated; and,
 - accusing students of “distracting” other students with their clothing.

These dress code guidelines shall apply to regular school days and summer school days, as well as any school-related events and activities, such as school trips, graduation ceremonies, and prom. Students who feel they have been subject to discriminatory enforcement of the dress code should contact their Head or Deputy Head.