

APPENDIX IV

UNIFORM DRESS POLICY

- I. All elementary, middle and high school students in Birmingham City Schools shall, within the parameters set forth below, follow the mandatory uniform policy.
- II. Students are required to dress in proper uniform attire. It will be the parents' responsibility to ensure compliance with the uniform policy. All students who attend Birmingham City Schools must be in uniform.
 1. All students will wear the designated school system attire. The clothing may not be altered by slits, cuts, holes, shredded hems, slashes, etc.
 2. All students in grades K-12 are required to use clear or mesh book bags/back packs only.
 3. ID cards issued by the school are part of the required uniform and must be worn in a visible location above the waist at all times.
 4. The designated uniform for all Birmingham City Schools students when in a school-owned building for any school related business shall be:
 - Solid white, blue, black and khaki shirt with collar. The shirt must be uniform style. This must be a collared shirt, dress shirt, turtleneck, or mock turtleneck. The shirt must be buttoned. No logos, symbols, pictures or writing on the shirt other than the approved school logo.
 - Navy blue, khaki, or black pants, skirts, Capri pants, jumpers, "walking" length shorts limited to 2" above the knee.
 - Sweaters/Sweatshirts - V-neck style pullover, crew neck style pullover, cardigan or sweater vest in the solid uniform colors.
 - Any shoe can be worn except: shoes with open toes, boots with chains, steel toes, or metal reinforcement or decorations, shoes with wheels or lights, or any other shoes the principal deems unsafe.
 - Socks and a belt must be worn at all times.
 - Gloves, coats and hooded jackets worn to school must be stored in lockers or other designated locations during the normal school day. Students sensitive to cold temperatures may include a sweater or sweatshirt as part of the uniform as described above.
 5. **These articles of clothing or styles of dress are strictly forbidden while on the school campus or under school supervision:**
 - Jeans/denim
 - Hoods (including hooded jackets and/or sweatshirts), Masks, or Coverings over the face
 - Logos(other than approved school logo), symbols, pictures or writings on the shirts/sweaters/sweatshirts
 - Cargo style pants; overalls or coveralls
 - Over-sized pants or shirts; pants worn below the waist or "sagging"
 - Pajamas, athletic wear (sweat suits, gym shorts, etc.); knit, nylon, spandex or skin tight/tightly fitted clothes (dresses, tops, bottoms and etc.)
 - Visible cleavage
 - Sleeveless/tank tops, tube tops, halter tops, mesh tops, midriff tops
 - Tee-shirts or tall tees
 - Sunglasses
 - Buttons, jewelry, accessories, or any clothing with offensive, Lewd, vulgar, obscene language, slogans or pictures which advocate/advertise use of drugs or alcohol or depict weapons or acts of violence
 - Secret society, fraternity or sorority symbols or lettering
 - Rollers, combs, or cosmetology clamps
 - Scarves/head-rags/doo-rags/bandanas/sweatbands/hats/caps or other head coverings

- Visible undergarments clothing altered by cuts, slits or holes or that in any way exposes the skin
- Gold teeth or fangs (unless required by a dentist with written documentation on file)
- Anything else the principal or designee deems inappropriate or disruptive of the educational environment.

III. No student shall be considered noncompliant with the policy in the following instances:

- When noncompliance derives from financial hardship
- When noncompliance derives from a disability.
- When wearing a uniform violates a student's sincerely held religious belief.

IV. If the parents or guardians desire not to have their child comply with the *Birmingham City Schools Uniform Dress Policy* for the reasons stated above or due to special extenuating circumstances related to an item listed above, the student's parents or guardians must secure an exemption form from their child's school. Approval for the exemption must be granted by the local school administrator according to the guidelines set forth in the exemption section of the *Birmingham City Schools Uniform Dress Policy* and in accordance with the information requested on the Exemption Form.

GUIDELINES FOR ENFORCEMENT OF STUDENT UNIFORM REGULATIONS

First Offense:

- The classroom teacher shall contact the parent.
- The parent shall be contacted for a conference.
- The parent shall be required to bring the student appropriate uniform attire/ID or take the student home to change clothes and return the student to school.

Second Offense:

- The student shall be taken to the school office or administrative designee.
- The parent shall be contacted for a conference.
- The parent shall be required to bring the student appropriate uniform attire/ID or take the student home to change clothes and return the student to school.

Third Offense:

- The student shall be taken to the school office or administrative designee.
- The student shall be suspended from school in accordance with this Code of Conduct, Class I Offense.
- The principal or his/her designee shall determine appropriate ways to enforce the dress code policy utilizing alternatives listed in the Code of Student Conduct.

Fourth Offense:

- The student shall be taken to the school office or administrative designee.
- The student shall be suspended from school in accordance with this Code of Conduct, Class II Offense.
- The parent must return to school with the student following the suspension for a conference.

Fifth and All Subsequent Offenses:

- The student shall be taken to the school office or administrative designee.
- The student shall be suspended from school in accordance with this Code of Conduct, Class III offense.
- The Hearing Officer, as outlined under Class III offenses, will schedule a hearing for the student.

Repeated violations of the Uniform Dress Policy may result in suspension for noncompliance or expulsion.

NOTE: Principal may allow students to be out of uniform for school spirit days and other special events.