

Exhibit 2

Policy 1216 – Dress and Appearance (Revised)

Policy 3216 – Dress and Appearance (Revised)

Policy 4216 – Dress and Appearance (Revised)

Policy 5511 – Dress and Appearance (Revised)



Book	Policy Manual
Section	Policies for Board 37-2
Title	Copy of DRESS AND APPEARANCE
Code	po1216
Status	Work Session
Adopted	July 7, 2022

1216 - **DRESS AND GROOMING APPEARANCE**

The School Board believes that administrative staff members set an example ~~in dress and grooming~~ for their staff and students to follow.

The Board authorizes the development of standards for administrator dress and ~~grooming~~ **appearance** that promote a professional educational atmosphere that gives consideration to the impact on the educational process and the diversity of the School Corporation's administrators.

When assigned to Corporation duty, all administrators shall:

- A. be physically clean, **and** neat, ~~and well-groomed~~;
- B. dress in a manner consistent with their administrative responsibilities;
- C. dress in a manner that communicates pride in personal appearance;
- D. dress in a manner that does not cause damage to Corporation property;
- E. ~~be groomed~~ **appear** in such a way that does not disrupt the educational process or cause a health or safety hazard.

The established standards for dress and ~~grooming~~ **appearance** shall be upheld in a nondiscriminatory and uniform manner.

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Book	Policy Manual
Section	Policies for Board 37-2
Title	Copy of STAFF DRESS AND APPEARANCE
Code	po3216
Status	Work Session
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3216 - **STAFF DRESS AND GROOMING APPEARANCE**

The School Board believes that professional staff members set an example for their students to follow.

The Board authorizes the development of standards for staff dress and grooming appearance that promote a professional educational atmosphere that gives consideration to the impact on the educational process and the diversity of the School Corporation's staff.

When assigned to Corporation duty, all staff members shall:

- A. be physically ~~clean, neat, and well-groomed~~ clean and neat;
- B. dress in a manner consistent with their professional responsibilities;
- C. dress in a manner that communicates to students a pride in personal appearance;
- D. dress in a manner that does not cause damage to Corporation property;
- E. ~~be groomed~~ appear in such a way that does not disrupt the educational process nor cause a health or safety hazard.

The established standards for dress and grooming appearance shall be upheld in a nondiscriminatory and uniform manner.

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Book	Policy Manual
Section	Policies for Board 37-2
Title	Copy of SUPPORT STAFF DRESS AND APPEARANCE
Code	po4216
Status	Work Session
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4216 - **SUPPORT STAFF DRESS AND GROOMING APPEARANCE**

The School Board believes that support staff members set an example for the students in the School Corporation to follow.

The Board authorizes the development of standards for staff dress and grooming appearance that promote a professional educational atmosphere that gives consideration to the impact on the educational process and the diversity of the School Corporation's staff.

When assigned to Corporation duty, all staff members shall:

- A. be physically clean, neat, and well-groomed clean and neat;
- B. dress in a manner consistent with their support responsibilities;
- C. dress in a manner that communicates to others a pride in personal appearance;
- D. dress in a manner that does not cause damage to Corporation property;
- E. be groomed appear in such a way that does not disrupt the educational process or cause a health or safety hazard.

The established standards for dress and grooming appearance shall be upheld in a nondiscriminatory and uniform manner.

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Book	Policy Manual
Section	Policies for Board 37-2
Title	Copy of DRESS AND APPEARANCE
Code	po5511
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5511 - **DRESS AND GROOMING APPEARANCE**

The School Board recognizes that each student's mode of dress and grooming appearance is a manifestation of personal style and individual preference. The Board will not interfere with the right of students and their parents to make decisions regarding their appearance, except when their choices interfere with the educational program of the School Corporation.

Accordingly, the Superintendent shall establish such grooming dress and appearance guidelines as are necessary to promote discipline, maintain order, secure the safety of students, and provide a healthy environment conducive to academic purposes. Such guidelines shall prohibit student dress or grooming appearance practices which:

- A. present a hazard to the health or safety of the student or to others in the school;
- B. interfere with school work, create disorder, or disrupt the educational program;
- C. cause excessive wear or damage to Corporation property;
- D. prevent the student from achieving his/her own educational objectives because of blocked vision or restricted movement.

~~Such guidelines shall establish the dress requirements for members of the athletic teams, bands, and other school groups when representing the Corporation at a public event.~~

Such guidelines shall also apply to the dress requirements for members of the athletic teams, bands, and other school groups when representing the Corporation at a public event. Where appropriate, a uniform or specific dress requirement shall be used for students when representing the Corporation as described.

In enforcing the dress code, the following procedures shall be used:

- A. the Principal shall serve as the final arbiter of student dress and appearance within the building or at school-sponsored events or activities;
- B. before taking action to enforce dress code requirements, including by requiring that a student remove, cover, or otherwise conceal the item or depiction at issue, the Principal shall determine whether the item constitutes protected speech insofar as the item independently makes a statement of a discernable nature to the observer by depiction, words, or combination of the two (2) that does not require separate explanation.

~~The Superintendent shall develop administrative guidelines to implement this policy which:~~

- A. ~~designate the principal as the arbiter of student dress and grooming in his/her building;~~

- B. invite the participation of staff, parents, and/or students in the preparation of a dress code which may specify prescribed dress and grooming practices, but may not amplify the rationale of prohibition established by Board policy;
- C. instruct staff members to demonstrate, by example and precept, personal neatness, cleanliness, propriety, modesty, and good sense in attire and appearance;
- D. ensure that all administrative guidelines impose only minimum and necessary restrictions on the exercise of the student's taste and individuality.

Expressive dress may not be protected speech if it involves:

- A. obscenity;
- B. language or depictions intended to incite violence or foment hatred of others.

Dress that is protected speech still may be prohibited if it is likely to cause a substantial disruption to the educational environment. This may include dress that includes the use of vulgarity, discriminatory language including racial or ethnic slurs, negative stereotypes, violence, or other communication when the clear intent is to invoke strong reactions in observers so as to impair the ability of teachers and/or students to engage in educational pursuits.

No protected speech may be prohibited on the basis of disagreement by Corporation officials with the specific point of view expressed if the topic is otherwise permitted (e.g., permitting depictions of support for one political party but prohibited depictions of support for the other).

Students who violate the foregoing rules will not be admitted to class and may be suspended from school.

[X] If the clothing cannot be removed or concealed, the student may be sent home after contact is made with the student's parent.

The established dress code shall be upheld in a nondiscriminatory and uniform manner.

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