

# WINDHAM ACADEMY'S DRESS CODE POLICY

## Dress Code Policy

DRAFT – Updated November 6, 2023

In order to foster community, academic focus, and commitment to the learning environment, Windham Academy hereby adopts this Dress Code Policy. All students shall come to school in clothing that follows the school's dress code. Windham Academy has a required school dress code policy for several important reasons:

- 1) Dress code unites us as a community instilling pride for the school.
- 2) Dress code reduces distractions and clothing competition. This can reduce bullying and peer pressure by balancing out the playing field.
- 3) Dress code makes getting ready for school easier by simplifying the options of what a child can wear. This limits arguing about what a student should wear each day leaving less time spent dressing the student.
- 4) A dress code reflects a professional attitude with which we approach learning.

Windham Academy will strongly adhere to the dress code policy. Classroom teachers and staff are responsible for enforcing the uniform policy in their classrooms and will contact families if the policy is not being followed. If a child is not fully compliant with the policy, he or she might not be able to attend a school event such as a field trip or a concert unless a family member brings replacement clothing. Students may not change out of Windham Academy Public Charter School dress code at any point during the school day unless otherwise specified by the director.

School approved tops can be purchased online at Land's End, or from Squad Locker (see school website for links). The nearest Land's End store location is in the Burlington Mall located at 75 Middlesex Turnpike Suite 1002, Burlington, MA 01803 if you would like to order your clothing in person and try on sizes. If you are unsure whether an item is appropriate, please ask the office for assistance. We are happy to advise you on specific questions related to the dress code policy.

The components of the Windham Academy Public Charter School Dress Code are as follows:

**Logo** – The Windham Academy logo must be always visible on a student's top during the day (except for coats worn outdoors). Generally, the outermost layer of a student's clothing (i.e. shirt, sweater, sweatshirt, dress) should feature the Windham Academy logo. If an open cardigan or sweater is worn over a logo top, it may be plain (without a logo) if the logo on the shirt is still visible. The plain cardigan/sweater must be solid in color with no visible brand logos.

- **Tops:** All Windham Academy approved tops are available on the Land's End or Squad Locker websites. The color choices are white, black, burgundy (a deep reddish brown color), or gray. Dresses/jumpers are available in tan/khaki or burgundy plaid. Tops must be long enough to completely cover the students stomach (i.e. the bottom of the top must meet the top waistband of the pants).

- **Undershirt:** If a student chooses to wear a visible undershirt, it must be SOLID white, burgundy, grey, or black.

▪ **Bottoms:** Students may choose any of the following styles of bottoms to fit their comfort level: khakis, chinos, shorts, skirts, skorts, jeans, athletic pants, or cargo pants. The approved colors are white, black, burgundy, tan/khaki, and/or gray ONLY and must be solid in color. Skirts and dresses are also available in burgundy plaid on the Land's End website. Bottoms must be in approved school colors only and must not be ripped or see-through. Shorts and skirts will be no shorter than the person's fist when the person is standing normally with shoulders relaxed. Large brand logos should not be visible on pants (small logos i.e. smaller than the palm of your hand are acceptable).

▪ **Dresses:** Dresses are available on the Land's End & Squad Locker website with the logo. If wearing a school-colored dress without a logo, please wear a sweater/sweatshirt/vest over it.

▪ **Footwear:** Students are allowed to wear any type of shoe. This includes sneakers, dress shoes, and sandals. Footwear should be safe and appropriate for planned activities of the day.

▪ **Hats/Hoods:** Hats and hoods of any kind are not to be worn over the head of a student in school, except for medical or religious reasons or if there is a designated school spirit day. However, students may wear a hat and/or hood before school begins, after school ends, and while playing outside for sun protection or warmth.

**Socks/Tights** – Regular socks may be any color but must be solid or be basic patterns such as stripes, plaid, or polka dots. No other graphics or words are permitted on socks. Tall socks, such as knee socks, and tights must be school colors (burgundy, white, black, grey) and solid in color. Tights/knee socks with patterns such as polka dots or stripes are not permitted.

▪ **Dress down days/Spirit Days:** Throughout the school year there are certain days where you may participate in Dress Down Days. Students are not required to participate in dress down days as they are optional. Please keep in mind, all tops must have straps; all strap styles are allowed, yet no undergarments shall be shown. Clothing may not be see-through or revealing; thin or see-through materials can only be worn in a non-see-through combination that covers the abdomen, back, chest and sides of the body. The waistband of the pants/shorts must be worn above the buttocks; shorts or hemlines must be no shorter than a person's fist when the person is standing with shoulders relaxed. Tops must cover the student's midriff at all times (i.e. the bottom of the shirt must meet the top of the waistband of bottoms). Sunglasses, hoods, and hats are prohibited in the classroom except in the case that permission has been granted. Clothing advertising or related to drugs, alcohol, tobacco usage or that creates a hostile education environment (as per RSA 193-f:2) are prohibited. Clothing or accessories that include profanity or sexual innuendo or that promote violence are prohibited. Students who violate the dress code for the first time will be given a warning with a specific explanation of how their attire violates the dress code. If the attire is such an egregious infraction that it cannot be allowed, the student will be required to change or cover his/her clothing, which may involve parents bringing clothing from home. Subsequent violations may result in more significant consequences.

## **Non-Compliance**

Parents/Guardians will be responsible for facilitating prompt compliance with the dress code.

If a student fails to come to school in the appropriate clothing, teachers will remind the student and parents of the correct dress code. Administration may lend the student a top with the Windham Academy logo on it with the expectation that the shirt will be washed and returned to the school within 2 weeks. If an appropriate item is not available to lend, Administration will ask parents to bring the student the correct clothing.

Administration will reach out to families in the event of repeated non-compliance. Students who are insubordinate or refuse to change the improper attire, or who repeat dress code violations will be subject to disciplinary action up to and including suspension or expulsion, depending on all the facts and circumstances for violating the dress code.

\*Uniform Assistance Program: It is our intention that no family will see dress code/ uniformed tops as an impediment to enrolling. We are offering this program to provide financial assistance to families that meet the district's economically disadvantaged guidelines, according to board policy. Specifically, the total household income is no greater than 185% of the federal poverty guidelines. Any family that qualifies for the free and reduced lunch program will also qualify for the uniform assistance program. These funds will be made available for low income families in need of assistance. The form will be kept simple, and based upon the honor system. This program is funded by Dollar Down Days and by those donating money specifically to this program.

This form will ask the following questions:



The Windham Academy  
1 Industrial Drive  
Windham, NH 03087  
www.windhamacademy.org

I am formally requesting financial assistance in providing Uniforms for my child(ren).  
Our total annual household income is \_\_\_\_\_ per year.  
*instead... I attest that our total annual household income is no greater than 185% of the federal poverty guidelines. **\*\***(see footnote)*  
*Any family that qualifies for the free and reduced lunch program will also qualify for the uniform assistance program.*

PARENTS NAME \_\_\_\_\_ CHILD(REN) NAME(S) \_\_\_\_\_  
ADDRESS \_\_\_\_\_ TOWN \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_  
SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

A \$250 dress code credit will be provided to the 10 applicant families with the greatest need (*based upon income*). Names of students/parents that receive help with the cost of uniforms will never be made public. The reason is that the materials are exempt from disclosure under RSA 91-A:5,III and IV.

**\*\***Federal poverty guidelines are defined here: <https://aspe.hhs.gov/poverty-guidelines>