

## 3207 Uniform Policy

1. Authority
  - a. Pursuant to Utah Code Ann., 53g-7-802, Maeser hereby adopts the following uniform policy. This policy does not include any additional opt-out provision, except as authorized by the Utah Code referenced above.
2. Purpose
  - a. Maeser believes that education is a serious and consequential endeavor. School is a place apart where students can converse with sages of the past, grapple with the issues of today, and wonder at the mysteries of tomorrow. In times past, students, scribes, and scholars wore distinctive clothing to set them and their academic activities apart from their regular daily activities. Judges, doctors, athletes, soldiers, and firefighters all wear uniforms when performing their specific duties. Maeser students likewise wear a uniform to acknowledge that they are serious about their academic responsibilities. Wearing clothes that are different from a student's normal, everyday attire indicates that there is something serious and consequential about what they are doing.
  - b. Additionally, uniforms help students acquire and refine critical skills by creating a safe and orderly classroom environment. Specifically, uniforms:
    - i. Help students to focus on their worth as individuals and their role as members of the Maeser community of learners and to avoid identifying self-worth with style of dress.
    - ii. Help students to dress modestly and to respect each other as individuals whose thoughts, speech, and actions determine their influence on others and their value to the community.
    - iii. Help students concentrate on schoolwork by setting a tone for serious study. Because uniforms are standard attire in many academically rigorous secondary schools, their adoption signals high academic expectations to students.
    - iv. Remove distractions created by socioeconomic differences and shifting fashions.
    - v. Assist administrators, faculty, staff, parents, and students in instantly recognizing intruders.
  - c. Uniforms assist students in the development of discipline and a sense of community necessary for successful Socratic instruction. Specifically, uniforms:
    - i. Build self-esteem, self-respect, and school spirit among students by creating the distinction of being part of an identifiable group and by aiding in eliminating class and socioeconomic distinctions among students.
    - ii. Generate a positive school image in the community through students' orderly, neat, and characteristic (instantly recognizable) appearance.
3. Enforcement
  - a. Enforcement of the uniform policy is the responsibility of the school community including students, teachers, and school administrators. Students have the primary responsibility to honorably adhere to the uniform policy, as they have committed to do. Teachers have responsibility to teach, monitor, and enforce the school uniform policy in the classroom and to encourage students to police themselves and their peers. School administrators have an obligation to enforce the uniform policy and to encourage teachers and students to adhere to and to enforce the uniform policy.
  - b. Enforcement of the uniform policy will be as follows:

- i. If a student is not in uniform, they will receive a uniform violation.
  - 1. Students who receive uniform violations must rectify the violation before returning to class.
    - a. Parents may be contacted to bring any missing uniform items to their student.
- ii. On the third (3<sup>rd</sup>) violation, parents will be informed.
- iii. On the fifth (5<sup>th</sup>) violation, the student will be suspended from school for one school day..
- iv. On the tenth (10<sup>th</sup>) violation, a disciplinary hearing will be held, which may lead to expulsion.
- v. Additional consequences may be assigned by the Administration at the discretion of the school's Director. The School Board, as necessary, will also enforce the uniform policy as outlined in the school's discipline policy.

4. Opt Out

- a. The Administration will carefully consider all requests for exemptions. All requests for an extenuating circumstances exception to the uniform policy should be accompanied by appropriate documentation from relevant physicians or other healthcare providers, religious authorities, etc. The Administration will develop individual dress guidelines which, insofar as possible, approximate the approved uniform for each student who receives an exemption from the required uniform.

5. Dress Code

- a. Students must present a modest, clean, and neat appearance at all times. Uniform items must be in good repair.
- b. Clothing
  - i. Items listed as "required" under the "Full Dress Days" section must be worn on school days or occasions which are designated as "Full Dress Uniform." Only items from the "Full Dress Days" section may be worn on Full Dress Days. Besides regularly scheduled Full Dress Days, other Full Dress occasions will be announced via appropriate school communication channels, and may include assemblies, special guest visits, field trips, etc.
  - ii. Items listed in the "Regular School Days" section may be worn on all school days except Full Dress Days.
  - iii. With the approval and at the discretion of the Administration, "Spirit Days" may be allowed. On Spirit Days, an approved Spirit Shirt may be worn, but all other uniform items remain the same, unless specifically authorized by the Administration.
  - iv. Uniforms must be worn when students are on campus. Normally, students should wear school uniforms for official off-campus activities, such as Winterim, extra-curricular programs, and field trips. The Administration may designate exceptions.
    - 1. As outlined in its charter, Maeser will supply free uniform items (either new, used, or a combination) each year to each student whose family income would qualify him or her for the Federal Free Lunch program.
    - 2. Students will be permitted to wear non-uniform items which are required by their religious beliefs. For example, hijab, yarmulke, etc. are permitted, except that the face must remain uncovered even if an additional covering is typical to particular religious beliefs or practices.
- v. Approved items
  - 1. High School

- a. Full dress
  - i. Maeser blazer
  - ii. Maeser tie
  - iii. White button down shirt
  - iv. Khaki colored pants
  - v. Maeser plaid skirt/skort
  - vi. Socks/stockings/leggings in solid color navy, black, white, tan, or gray.
  - vii. Closed-toe, closed-heel shoes
- b. Regular dress
  - i. Maeser polo
  - ii. Khaki or navy blue business/twill weave pants
  - iii. Khaki or navy blue shorts
  - iv. Khaki or navy blue skirts/skorts
  - v. Solid color undershirts
  - vi. Maeser jackets, sweaters, and outerwear
  - vii. Socks/stockings/leggings in solid color navy, black, white, tan, or gray
  - viii. Closed-toe, closed-heel shoes

2. Middle School

- a. Full dress
  - i. Maeser middle school cardigan
  - ii. Maeser middle school sweater, sweater vest
  - iii. Maeser middle school tie
  - iv. White button down shirt
  - v. Khaki colored pants
  - vi. Khaki colored skirt/skort
  - vii. Socks/stockings/leggings in solid color navy, black, white, tan, or gray
  - viii. Closed-toed, closed-heel shoes
- b. Regular dress
  - i. Maeser polo
  - ii. Khaki or navy blue pants
  - iii. Khaki or navy blue shorts
  - iv. Khaki or navy blue skirts/skorts
  - v. Solid color undershirts
  - vi. Maeser jackets, sweaters, or outerwear
  - vii. Socks/stockings/leggings in solid color navy, black, white, tan, or gray.
  - viii. Closed-toe, closed-heel shoes

vi. Prohibited items

- 1. Jeans or any denim item(s)
- 2. Joggers
- 3. Corduroy pants/shorts
- 4. Palazzo Pants
- 5. Cargo shorts/pants
- 6. Any pants/shorts with embellishments on the pockets, including decorative stitching, flaps, or rivets.
- 7. Open-toe and/or open-heel shoes, finger shoes, sandals, flip-flops, dance shoes, or slippers,
- 8. Jackets, coats, sweatshirts, or hoodies,

- a. Unapproved jackets, coats, sweatshirts, and hoodies may be worn outside the main school building on the way to the math or seminary building
  - 9. Hoodies worn under the approved Maeser polo
  - 10. Neon-colored undershirts
  - 11. Hats, unapproved beanies
  - 12. Lace and/or fishnet stocking
  - 13. Any other item not expressly approved
- c. Team Apparel
  - i. Only outerwear,(i.e., jackets, coats, or hoodies) can be approved.
  - ii. The primary color for team apparel must be navy blue.
  - iii. Accent colors or designs must be kept to a minimum..
  - iv. Any accent colors must be school colors (i.e., athletic gold, white).
  - v. Only an official Maeser logo may be used. The name of the team may be added, but the logo cannot be altered. For example, "Maeser Drama" under an official logo would be permissible, but "Maeser Shakes" next to a generic lion-head would not be allowed.
  - vi. The only other permissible additions is a team name, player name, or player number.
  - vii. School administration must approve designs and costs before ordering.
  - viii. Official school colors and logos can be found in the Maeser Brand Book.

6. Grooming and Appearance

- a. Hair must be kept neat, clean, and well-groomed. If a hairstyle is deemed distracting by an administrator for any reason, that style will not be permitted. Eyes must be visible. No designs or carvings (including mohawks) are permitted. No unnatural hair colors are permitted. Facial hair is not permitted. Sideburns may not extend beyond the earlobe or onto the cheek.
- b. Makeup may not be distracting. Teachers and administrators may prohibit makeup which is distracting, inappropriate, or unnatural-looking in their opinion. Glitter, artificial tattoos, etc. are prohibited. Permanent tattoos must be covered.
- c. Jewelry may not be distracting. Students wearing distracting jewelry will be asked to remove any such items. Body piercing jewelry, including nose piercings, is prohibited. Gauge-style earrings are not permitted.
- d. All clothing must be in good repair, clean, appropriately sized, and must be modest in fit and length.
- e. Clothing must be worn right-side-out and worn correctly.
- f. Underclothing must not be visible.
- g. Button-down shirts must be buttoned, including collars, and must be tucked in.
- h. Ties, when worn, must be properly adjusted.
- i. Solid colored undershirts (long- or short-sleeved) in white, navy, or black may be worn under the approved uniform polo. Hoodies of any kind may not be worn under the polo.
- j. School approved polos must be worn underneath approved hoodies or sweatshirts.
- k. Shoes must be worn at all times.
- l. Any appropriate coat, jacket, sweater, sweatshirt, hat, mittens, gloves, snow boots, etc. may be worn to and from school and for warmth during outdoor activities. However, these items must be removed upon entering any building.
- m. Approved Maeser blazers, jackets, hoodies, sweatshirts, or sweaters may be worn during school hours in accordance with the uniform policy for regular dress days. Neither hats, hoods, shawls, scarves, nor face masks may be worn in

school. However, approved face masks may be worn or may be required when local and/or state health departments recommend or mandate the use of them due to community health concerns. The head and face must be uncovered at all times, except as allowed or for exemptions as noted. Bandanas may not be worn.

- n. Uniform items may not display any identifying brand markings or logos, except for approved school logos on approved items only. Items must be of the approved fabric, color, style, type, etc., and, except for approved plaid items and ties, must be solid-colored.
- o. As the student is standing, with arms to the side, the bottom hem of the skirt, skort, or shorts must be at least as long as the student's extended fingertips.

7. Administration

- a. The Administration may not change the designated uniform or policy, but may prohibit items not addressed in this policy if those items are deemed to be distracting or inappropriate. If a teacher is unsure whether something is permitted or not, they should refer the student to Administration for clarification.

8. Extra curriculars

- a. Participants in school performances and activities, such as debate events, concerts, or recitals, are required to follow a dress code. At the option of the teacher, students may either wear the Maeser full-dress uniform (preferred), or request permission from the Administration for an event dress code that follows the guidelines and principles embodied in the school uniform policy.
- b. Theatrical performances requiring costuming should follow the basic principles described in the school uniform policy and should reflect the school's values of modesty and decency. Performers represent Maeser and their appearance should reflect the school's values and mission.

9. Special Dress-up and Costume Days

- a. Occasionally, Maeser will have special dress-up days or days on which costumes are permitted. These may include holidays such as Halloween and school events such as Spirit Week.
- b. Maeser encourages students to participate in special dress-up days in fun and creative ways, while also keeping in mind how their costume and/or dress might be understood or perceived by others. Costumes that alienate, threaten, or purposefully cause offense to fellow students are inappropriate in a school setting. Costumes of this type can create a hostile environment and do not align with Maeser's values.
- c. Prohibited Costumes, Items, and Actions
  - i. Masks that Conceal Identity: Masks that conceal a student's identity are strictly prohibited. This rule ensures that the safety and security of all students and staff are maintained. Masks should allow for easy recognition and identification of the wearer.
  - ii. Excessive Gore: Costumes featuring excessive gore, blood, or graphic violence are not allowed. Our goal is to create an atmosphere of fun and positivity during special events, and these elements can be distressing to others.
  - iii. Weapons: The use or display of any form of weaponry as part of a costume is strictly forbidden. This includes, but is not limited to, fake guns, knives, swords, or any other items that may resemble weapons.

The safety and well-being of all individuals in the school environment is our top priority.

- iv. Promoting Drugs, Alcohol, or Illegal Activities: Any costume promoting the consumption or use of drugs or alcohol is prohibited. Any costume promoting illegal activities is prohibited.
- v. Racist or Culturally Offensive Costumes: Any costumes that promote hate speech, racism, or are culturally offensive are not permitted.
- vi. No "regular student" costumes: students may not simply wear casual clothes (e.g., jeans and a hoodie) and pass it off as a costume.

d. Modest in fit and appearance: All costumes should cover the same areas of the body that the regular dress school uniform would cover.

- i. It is not required for students to wear their school uniform under a costume unless otherwise directed by Maeser Administration.

e. Consequences for Non-Compliance

- i. Students who do not adhere to the costume and special spirit day guidelines will be subject to appropriate consequences. These consequences will be determined by the school administration based on the severity and intent of the violation and may include the following:

1. Verbal warning: For minor violations, a verbal warning will be given to the student to remind them of the costume guidelines and the importance of adhering to them.
2. Costume modification: In cases where a costume element violates the policy, the student may be asked to modify their costume before returning to class or to the event.
3. Removal from class or from the event: In more serious cases, a student may be removed from class or from the event and required to change into appropriate attire. Parents or guardians may be contacted to facilitate this.
4. Parent/guardian meeting: For repeated violations or more severe infractions, a meeting with the student and their parents or guardians may be scheduled to discuss the behavior and potential consequences.
5. Suspension or further disciplinary action: In rare cases where a student's costume violates the policy in a significant manner or is intended to harm or intimidate others, the school administration may take further disciplinary action, including suspension or other appropriate measures.

Approved 10.08.2024