

**‘Aiea Elementary School**  
**SCHOOL UNIFORM POLICY**  
*SY 2023-2024*

***Purpose***

The intent of the school uniform policy is to provide a safe and secure environment conducive to teaching and learning. It has been determined by the school’s SCC Council through shared decision-making that ‘Aiea Elementary School shall require a school uniform for its students beginning August 2012. The potential benefits of school uniform may include:

- Decrease in behavior incidents on campus
- Elimination of gang-related attire
- Identification of “outsiders” on campus
- Reduction of the financial burden of most parents
- Reduction of ethnic, social, and economic barriers
- Development of school pride and unity
- Enhancements of students’ focus on learning
- Increase in academic achievement

***Statement of Policy***

‘Aiea Elementary School (AES) has chosen to adopt a school uniform policy. Students attending AES are required to wear the uniform on Monday, Tuesday, Thursday, and Friday. Wednesdays are free dress days. Students must be in compliance with the dress code regulation as stated in section 7.

***Components of the Policy***

**1. Parental involvement**

The process to develop a school uniform policy met all criteria as established by the State of Hawaii BOE. The approval to proceed with the policy was granted by the AES SCC Council on April 2012 and was approved by consensus to become effective beginning August 2012. (BOE Policy 4410 #1: “Schools which wish to establish dress codes (including the adoption of uniform school attire) may do so provided that: 1. Clear evidence is presented that the decision represents the view of the majority of the members of the school community.”).

**2. Protection of Religious Expression**

‘Aiea Elementary School shall follow the guidelines as set forth by the AES school uniform policy (4/12), the State of Hawaii BOE, and all applicable state and federal laws. (See BOE Policy 4410 #3: “Schools which wish to establish dress codes (including the adoption of uniform school attire) may do so provided that: 3. The Constitutional rights of individuals are respected.”)

**3. Protection of Other Rights Expression**

‘Aiea Elementary School shall follow the guidelines as set forth by the AES school uniform policy (4/12), the State of Hawaii BOE, and all applicable state and federal laws. (See BOE Policy 4410 #3: “Schools which wish to establish dress codes (including the adoption of uniform school attire) may do so provided that: 3. The Constitutional rights of individuals are respected.”)

#### 4. Waiver

‘Aiea Elementary School shall follow the guidelines as set forth by the AEs school uniform Policy (4/12), the State of Hawaii BOE, Policy 4410: Dress Code and School Uniforms Policy (11/29/98) and all applicable state and federal laws, except as amended. Parent(s)/Guardians(s) and the student wishing to be exempt from the uniform policy must:

- Read and understand the AES school uniform policy
- Abide by the dress code regulation as described in section 7 below
- Meet with a member of the administration or their representative. Complete and sign the waiver application, witnessed and signed by said administrator or representative.

#### 5. Financial Assistance

Donations of used uniforms will be accepted to help provide uniforms for students needing assistance. If you are having challenges in purchasing uniforms, you may contact our office for assistance.

#### 6. Required School Uniform Policy

Students are required to wear the approved school uniform and school-issued ID on all instructional days. Students are required to stay in school uniform at all times. This policy applies at all times on campus, buses, and field trips, as well as at school-sponsored activities.

#### 7. Dress Code Regulations

Gang-related clothing or accessories, which depict sex, drugs, violence, profanity, or clothing deemed inappropriate are not allowed. Visible markings that relate to gangs, drugs, sex, violence, profanity, or suggest activities other than those meant for school are not allowed. Exceptions to the dress code will be made for medical reasons provided the school receives a note from a licensed physician.

#### School Identification (ID)

Students are required to wear the school issued ID card at all times. The student's name and picture must be visible. Any ID that is defaced must be replaced at the student's cost. Refer to section 9: Discipline Procedures for defaced ID cards.

#### Tops

Allowed	NOT Allowed
<ul style="list-style-type: none"><li>• AES school uniform top</li><li>• AES club or team shirts</li><li>• Student IDs visible at all times</li></ul>	<ul style="list-style-type: none"><li>• Any clothing that promotes violence, sex, alcoholic beverages, tobacco products, drugs, or profanity.</li><li>• Any gang-related dress, accessory, or headgear (kerchiefs, bandanas, etc.)</li><li>• Clothing that excessively exposes the midriff area, cleavage, and belly button.</li></ul>

## Bottoms

Allowed	NOT Allowed
<ul style="list-style-type: none"><li>● <b>Shorts</b><ul style="list-style-type: none"><li>○ No shorter than 6 inches above the knee</li></ul></li><li>● <b>Biker shorts</b><ul style="list-style-type: none"><li>○ No shorter than 6 inches above the knee</li><li>○ Uniform shirt must cover student's buttocks</li></ul></li><li>● <b>Leggings</b><ul style="list-style-type: none"><li>○ Uniform top must cover student's buttocks</li></ul></li><li>● <b>Jeans</b><ul style="list-style-type: none"><li>○ No rips higher than the knees (front and back)</li></ul></li></ul>	<ul style="list-style-type: none"><li>● Any bottoms that excessively expose the upper thighs and buttocks.</li><li>● Sagging, baggy, or oversized pants (exposing underwear)</li><li>● Short shorts (not at appropriate length)</li><li>● Bottoms with excessive rips, fringes, or holes above the knees</li></ul>

## Outerwear

<p>The following outwear are acceptable. However, if a student is asked to show their Uniform top, they must comply.</p> <ul style="list-style-type: none"><li>● Jackets</li><li>● Hoodies</li><li>● Sweatshirts</li><li>● Flannels</li></ul>
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## Accessories

- Caps, hats, Visors, beanies, all types of bandanas are NOT allowed
- Sunglasses are NOT allowed

## 8. Free dress days

On Wednesdays, students are not required to wear the school uniform shirts (tops) on campus but must adhere to the standard dress code. Bottoms and ID badge uniform standards, as described in Section 7, must still be followed on Wednesdays. Gang-related clothing or accessories, which depict sex, drugs, violence, profanity, or clothing deemed inappropriate, are NOT allowed.

Allowed	NOT Allowed
<ul style="list-style-type: none"><li>● Shoulder straps must be at least one inch wide</li><li>● Tops must be long enough to extend below the waistline when worn untucked</li></ul>	<ul style="list-style-type: none"><li>● Spaghetti straps, strapless, halter, cropped or tube tops.</li><li>● Tops that reveal midriff or cleavage</li><li>● Any clothing that promotes violence, sex, alcoholic beverages, tobacco products, drugs, or profanity.</li><li>● Any gang-related dress, accessory, or headgear (kerchiefs, bandanas, etc.)</li></ul>

## **9. Discipline Procedures**

Non-compliance with the Uniform Policy may result in students receiving school-level discipline in accordance with Chapter 19 and the following consequence(s) may be issued:

- Notice of infraction.
- Students will be loaned a “loaner” t-shirt to be exchanged at the end of the school day for the student’s regular shirt.
- Repeat referrals for dress code violations will be considered insubordination and detention will be issued with each infraction.
- Students who deface their school ID will be required to purchase a replacement ID. Repeat referrals will be considered insubordination and may result in detention and/or other consequences in accordance with Chapter 19.

## **10. Administrative Authority**

As fashions are determined during the school year, the SCC Council has given the administration the authority to determine what can and cannot be worn to school once the SCC Council approves the changes. The administrators will inform the students of the changes through the school bulletin and parents through the school’s website, phone messaging, and the Class Dojo app. Enforcement will be immediately after the students have been informed.

## **11. Evaluation**

The SCC Council will evaluate the School Uniform Policy annually.

### **Continuous Notice of Non-Discrimination**



The Hawaii State Department of Education (HIDOE) does not discriminate on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. This requirement extends to all of HIDOE’s programs and activities, including employment admissions as applicable. If you have difficulty understanding English, you have the right to receive language assistance at no cost to you. Please direct inquiries regarding HIDOE nondiscrimination policies as follows:

Civil Rights Compliance Office  
Hawaii State Department of Education  
P.O. Box 2360  
Honolulu, Hawaii 96804  
(808) 586-3322 or relay  
[info@crco.k12.hi.us](mailto:info@crco.k12.hi.us)

Beth Schimmelfennig, Director  
Rhonda Wong, Compliance  
Aaron Oandasan, Title VI  
Nicole Isa-Iijima, Title IX  
Krysti Sukita, ADA/504

Inquiries concerning discrimination and/or harassment may also be referred to the Office for Civil Rights, United States Department of Education.

# Dress Code

<p style="text-align: center;"><b>YES</b> ✓</p> <ul style="list-style-type: none"> <li>• <b>Uniform Top</b></li> <li>• <b>Student ID (must be visible at ALL TIMES)</b></li> <li>• <b>Appropriate bottoms</b></li> <li>• <b>Footwear</b></li> </ul> 	<p style="text-align: center;"><b>NO</b> ✗</p> <ul style="list-style-type: none"> <li>• <b>Hats</b></li> <li>• <b>Sunglasses</b></li> <li>• <b>Heelies</b></li> <li>• <b>Inappropriate messages and graphics about DRUGS, GANGS, SEXUAL References, PROFANITY, CULTS, and others (marijuana leaves, Playboy bunny, nudity, etc.)</b></li> </ul> 
<p style="text-align: center;"><b>Length</b></p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p><b><u>Shorts</u></b></p> <ul style="list-style-type: none"> <li>• <b>No shorter than 6 inches above the knee.</b></li> </ul> <p><b><u>Biker Shorts</u></b></p> <ul style="list-style-type: none"> <li>• <b>No shorter than 6 inches above the knee.</b></li> <li>• <b>Uniform top must cover Student's buttocks</b></li> </ul> </div> <div style="width: 45%;"> <p><b><u>Leggings</u></b></p> <p><b>* Uniform top must cover Student's buttocks.</b></p> <p><b><u>Ripped jeans</u></b></p> <p><b>* No rips higher than the Knees (front and back)</b></p> </div> </div>	
<p style="text-align: center;"><b>Outerwear</b></p> <p style="text-align: center;"><b>The following outerwear are acceptable. However, if a student is asked to show their Uniform top, they must comply.</b></p> <ul style="list-style-type: none"> <li>• <b>Jackets</b></li> <li>• <b>Hoodies</b></li> <li>• <b>Sweatshirts</b></li> <li>• <b>Flannels</b></li> </ul>	

**More information about our Dress Code is located on page 7 in the Student Planner.**