



MEMORANDUM

TO: Principals

**FROM: Dr. Mary Black, Associate Superintendent for Student Support Services,
and Nick Sojka, Board Attorney**

RE: Dress Code Update

DATE: October 9, 2019

Following up on our Leadership discussion on September 24, 2019, we have prepared the attached Dress Code Update. As we discussed, please proceed to place the Update in all parent/student handbooks distributed from this point forward. Also, please coordinate with your school-based webmasters so that the Update is prominently displayed along with your existing dress code on your school's webpage. Please proceed to share the Update with your A/P's and teachers so that they are aware of these system-wide changes.

As we discussed, any reasonable request for a religious accommodation regarding headgear or head coverings will be honored, without the necessity of supporting letters from clergy, etc.

In addition, no student shall receive any Out of School Suspension of any duration based solely upon violation(s) of an existing school dress code. However, if, for example, a student reacts inappropriately in response to a staff member's request that the student change or put on additional apparel by shouting at or threatening the staff member, the student would be subject to the Student Code of Conduct and possible OSS based upon a non-dress code violation, such as Insubordination, Disruptive Behavior, or Communicating Threats to an Adult.

Thank you for your attention to these matters. If you or your staff have any questions regarding the proper application of this Dress Code Update, please contact me

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or Mr. Sojka, or Mrs. Musselwhite in School Support. We encourage you to participate in our efforts later this year to develop a new system-wide dress code.

Thank you for all you do.

A handwritten signature in black ink, appearing to read "Mary Black", with a stylized flourish at the end.

Dr. Mary Black,
Associate Superintendent for Student Support Services

CC: Dr. Marvin Connelly, Jr.,
Mrs. Betty Musselwhite,
Cabinet



DRESS CODE UPDATE

Effective September 24, 2019

By direction of Superintendent Dr. Marvin Connelly, Jr.:

- 1. All Cumberland County Schools will make any necessary religious accommodations for any type of headgear or head coverings otherwise restricted or prohibited under existing individual school dress codes.**
- 2. No student shall receive Out of School Suspension based solely upon violation of an existing individual school dress code.**

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