

Immanuel Christian School  
**Dress and Grooming Policy**  
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**DRESS AND GROOMING POLICY**

This document will address the expectations Immanuel Christian School has for student dress during school hours when students are on school premises (in-school guidelines), as well as guidelines for students who are participating in functions outside of school, such as field trips or internships (professional dress).

The ICS administration reserves the right to evaluate the appropriateness of clothing styles on a case-by-case basis and for any reason. School administration is the final authority on acceptable attire. An exception granted to an individual applies only to that individual for that particular circumstance and does not apply to any other individual or circumstance.

All questions about the dress and grooming policy may be sent to the guidance office.

Immanuel Christian School is a Christian organization. It is our goal for all students to reflect a Christ-like attitude in dress and behavior. We have chosen this dress code to balance a professional and academic atmosphere with the activities and needs of growing, moving children.

While some families may not agree with all guidelines and expectations, it should be recognized that they chose to attend Immanuel Christian School and therefore are expected to respect the authority of the school in its attempt to administer a fair and consistent dress standard. ICS expects parents will honor this intention and will accept responsibility for guiding their children in this area.

## GENERAL GUIDELINES

**Clothing must be appropriate, neat, clean, and modest.**

- Hair is to be neat, clean, and out of the eyes.
- Clothing must be appropriate for an academic atmosphere. This excludes: **tight-fitting clothes**, low-cut back, revealing midriffs, Lycra/Spandex-type wear, sleeveless tops, **skinny jeans, or skinny pants**. **Yoga pants and leggings are not allowed** unless worn under a knee-length skirt. Underclothes, cleavage, or midriff skin should not be seen at any time.
- All attire is to be clean and not torn or ragged (no holes, patches, or cutoffs).
- Clothing is to be worn as it was designed to be worn (i.e., ties are fully tied, sweaters are worn and not tied around the waist). Pants must be worn at the waist.

The following are **prohibited** for all students:

1. Hats, caps, hoods, sweatbands, and sunglasses, etc. worn indoors are prohibited.
2. Any clothing or jewelry with insignias or advertising for alcohol, drugs, secular rock music culture, or that has an off-color or questionable verse or saying, or that has any ungodly symbolism is not allowed.
3. Tattoos (permanent or temporary, **including doodling on arms, legs, etc.**) must not be visible.
4. The only visible pierced jewelry allowed is earrings; no nose, tongue, or other visible piercings.
5. Pajamas are prohibited.
6. Flip-flops, sandals, and open-toe shoes are not allowed. Boots are also prohibited for students. Heels must be less than an inch. This is a safety issue.

## BOYS' GUIDELINES

1. **SHIRTS: Solid color navy blue, white, light blue, yellow/gold, or black Oxford-collared dress shirt or polo, long or short sleeves**
  - All buttons except the top button must be buttoned.
  - Undershirts must be tucked in.
  
1. **SWEATERS: Any solid color sweater, cardigan, zip-up knit sweater, or sweater vest; hoods down**
  - Sweaters are expected to be worn over a dress code shirt. Dress jackets and blazers are also acceptable.
  - ICS logo quarter-zips will be available for purchase through our Spirit Store for winter months.
  
2. **DRESS PANTS: Navy blue, beige, gray, or black chino-style dress pants**
  - Pants should be worn at the waist, not riding low on the hips.
  - School uniform-style, loose-fit jogger pants are permitted.
  - Between May 1st and September 30th shorts are allowed. Shorts must be bermuda length (10"–12" inseam) or longer, dress/formal shorts, solid in color, must cover most of the thigh, and fit loosely. Athletic shorts are not allowed.
  - Jeans, denim, and sweatpants material are not allowed, except on Dress Down or Casual Dress days. Jeans may not have holes, tears, or frayed bottoms.
  - If belt loops are showing, a belt should be worn.
  
3. **FOOTWEAR: Shoes and socks must be worn at all times.**
  - Leather, suede, canvas or similar leather-like dress-style shoes in any color.
  - Socks must match each other and be a solid color.
  - Sneakers are acceptable. No characters, skulls, lights, or flashy designs.
  - No boots worn during the school day.
  
4. **MISCELLANEOUS:**
  - Boys may not wear plugs, gauges, tunnels, or other ear accessories.
  - Hair should be neatly groomed, should not be distracting, and should fit in the category of traditional hairstyles (i.e., no mohawks, shaved heads, etc.)
  - If a student is out-of-school (i.e., field trips or internships) he needs to meet our "**Professional Dress Guidelines**" for hair, facial hair, and clothing (see page 4). This means that a boy may have to shave facial hair to go on a field trip and change his hairstyle if not in accordance with out-of-school guidelines.

## GIRLS' GUIDELINES

1. **SHIRTS: Solid color navy blue, white, light blue, yellow/gold, or black Oxford-collared dress shirt or polo, long or short sleeves**
  - All buttons except the top button must be buttoned.
  - Undershirts must be tucked in.
2. **SWEATERS: Any solid color sweater, cardigan, zip-up knit sweater, or sweater vest; hoods down**
  - Sweaters are expected to be worn over a dress code shirt. Dress jackets and blazers are also acceptable.
  - ICS logo quarter-zips will be available for purchase through our Spirit Store for winter months.
3. **DRESSES, JUMPERS, SKIRTS: Chino-style; Navy blue, beige, gray, or black**
  - Jumpers, dresses, and skirts **must not be shorter than the top of the kneecap**.
  - Jumpers are worn over top of a collared polo or Oxford shirt.
  - No denim or denim-like material.
  - Girls may wear solid-color shorts, tights, or leggings under a dress, jumper, or skirt.
4. **DRESS PANTS: Navy blue, beige, gray, or black chino-style dress pants**
  - Pants should be worn at the waist, not riding low on the hips.
  - School uniform-style, loose-fit jogger pants are permitted.
  - Between May 1st and September 30th shorts are allowed. Shorts must be bermuda length (10"–12" inseam) or longer, dress/formal shorts, solid in color, must cover most of the thigh, and fit loosely. Athletic shorts are not allowed.
  - Jeans, denim, and sweatpants material are not allowed, except on Dress Down or Casual Dress days. Jeans may not have holes, tears, or frayed bottoms.
  - If belt loops are showing, a belt should be worn.
5. **FOOTWEAR AND LEGGINGS: Shoes and socks must be worn at all times.**
  - Leather, suede, canvas or similar leather-like dress-style shoes in any color.
  - Socks must match each other and be a solid color.
  - Sneakers are acceptable. No characters, skulls, lights, or flashy designs.
  - No boots worn during the school day.
  - Leg coverings (including socks, tights, or leggings) may be of any solid color, but the fabric may not be an open weave (i.e., lace or fishnet).
6. **MISCELLANEOUS:**
  - Makeup is not allowed for K–5. Girls in grades 6–12 may wear **light** makeup.
  - Girls may wear non-distracting earrings, but they may not wear plugs, gauges, tunnels, or other types of ear accessories.

- Hair should be neatly groomed, should not be distracting, and should fit in the category of traditional hairstyles (i.e., no mohawks, shaved heads, etc.).
  - If a student is out-of-school (i.e., field trips or internships) she needs to meet our “**Professional Dress Guidelines**” for hair and clothing (see page 4). This means that a girl may need to change her hairstyle if not in accordance with out-of-school guidelines.
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## PROFESSIONAL DRESS GUIDELINES

At ICS, we encourage our students to meet or exceed the dress guidelines every day. There are occasions where students will need to show a professional appearance. These types of activities include, but are not limited to, the following:

- Some Field Trips
- Christmas & Spring ICS Program
- Shadowing Business Professionals
- Internships
- All School Chapel Day

Students may dress professionally for these activities. If a student would like to wear professional dress more often, he or she must check in with the Guidance Office ahead of time to receive a **Professional Dress Pass** for the day. The Guidance Manager and student will have a discussion and agree upon clothing appropriate for a school atmosphere. If the student does not meet the previously discussed guidelines, the parents are expected to provide either dress code or appropriate professional dress before the student is allowed to attend class.

### **Professional dress options include:**

- 1) Boys may wear a long sleeve Oxford shirt and tie. Suits are also acceptable.
- 2) Girls may wear professional attire that meets or exceeds our general dress code guidelines. Skirts and dresses will be just above the kneecap or longer. Tutu style skirts, tight sheath dresses, and most jumpsuits are not conducive to an academic atmosphere.

**HAIR & MISCELLANEOUS:** When participating in a professional-level activity, and/or an outside activity where a student interacts with the public, the following applies:

- Boys are to be clean-shaven, or facial hair must be neatly trimmed.
- Hair is to be clean and neatly trimmed, off the eyebrows and collar.
- Sideburns may not extend below the bottom of the ear.

### **Professional Dress Days**

It is expected that students will be prepared to dress in professional dress on All School Chapel day (once per month), and we want to set it apart as something special.

Other professional dress days may be scheduled throughout the year. On these days, students have the option to wear professional dress or normal dress code.

### ONLINE SCHOOL GUIDELINES

We consider remote learning to be part of our school program. Although we do not require students to wear dress code while doing schoolwork at home, we are requiring that students wear a dress code shirt while participating in a school video conference.

### DRESS CODE VIOLATIONS

Teachers and administrators will discuss inappropriate clothing with students, **expecting them to respond positively by not wearing it again**. Parents of students that attend ICS are ultimately responsible for ensuring that all dress code requirements and standards are met. Parents may satisfy a dress code violation by immediately bringing a change of clothes that meet the Dress Code Policy.

- First Offense: The teacher or staff member addressing the violation will talk to the student to ensure that the issue of non-compliance is understood. A notice of violation will be sent home.
- Second Offense and Thereafter: The parent will be notified by the Dean of Students to ensure that the issue of non-compliance is understood. The conversation will be documented.
- Habitual Non-Compliance will result in a meeting between the student, parent(s), and the Principal and may result in a suspension.