

August 1, 2018



**SCHOOL UNIFORMS and APPEARANCE POLICY**

Hmong American Peace Academy believes that a positive school learning environment is a major factor in attaining high student achievement. There are many factors that lead to a positive learning environment: safety, discipline, and school unity. We believe that wearing school uniforms is one way to contribute to all three of these goals.

All students are required to wear school uniforms. The purpose of this Uniform and Appearance Policy is to ensure that students dress appropriately to learn and to express pride in themselves and their school. In the professional world, employers require that employees dress and behave properly at work. Therefore, as a strong and united family, our goal is to prepare them to compete for the “best” jobs in Milwaukee and beyond. Our students are our future leaders and should be dressed for success.

Thus, the Academy desires that our students dress for success. **Students and parents can purchase the uniforms through Hmong American Peace Academy or Goldfish Uniforms located at 5300 W Lincoln Ave in West Allis (414-476-4343).** Please note that in the event a student is out of uniform, parents will be called to bring proper uniform to change into. If parents are not able to bring the correct uniforms to school, the student will be given uniforms from the school store, in which the parents will be responsible for the bill.

*\* Tops, pants, and skirts purchased from other vendors such as Gap, Aeropostale, Hollister, for example, are NOT allowed, and are not considered “uniform”, even if they are navy or khaki colored. Pants MUST be uniform cut, not “skinny” or “slim” cut, and must be purchased from our approved vendors.*

The School Uniform and Appearance Policy is as follows:

Elementary (K4-5)	Middle School (6-8)	High School (9-12)
Tops	Tops	Tops
Solid light blue polo Navy blue sweater/cardigan/vest (seasonal)  With embroidered HAPA Logo (starting 2020) All shirts must be tucked in. Absolutely NO logos, insignias, pictures or messages. (Including undershirts)	White woven shirt Burgundy/gray plaid tie (boys) or cross over tie (girls) Navy vest with white trim (seasonal) Solid Navy, sweater/cardigan (seasonal)  With embroidered HAPA Logo (starting 2020) A tie is required at all times. Boys must tuck in their shirts. Girls are encouraged to tuck in longer shirts. Absolutely NO logos, insignias, pictures or messages. (Including undershirts)	White or light blue woven shirt Red and navy plaid tie (boys) or cross over tie (girls) Solid navy vest/cardigan/sweater (seasonal)  With embroidered HAPA Logo (starting 2020) A tie is required at all times. Boys must tuck in their shirts. Girls are encouraged to tuck in longer shirts. Absolutely NO logos, insignias, pictures or messages. (Including undershirts)

Undershirts must be white only.	Undershirts must be white only.	Undershirts must be white only.
<b>Bottoms</b>	<b>Bottoms</b>	<b>Bottoms</b>
<p>Navy, black, or khaki uniform pants Navy, black, or khaki uniform shorts Navy uniform jumpers or scooters</p> <p><u>Girls:</u> Leggings/tights may be worn under skirts or shorts/scooter as long as they are a solid color: white, black, or navy blue. Leggings/tights must cover entire leg down to ankle.</p>	<p>Navy, black, or khaki uniform pants Navy, black, or khaki uniform shorts (summer months) Navy or tan uniform scooters Solid black or brown belt required for boys</p> <p><u>Girls:</u> Leggings/tights are recommended and must be a solid color: white, black, or navy blue. Leggings/tights must cover entire leg down to ankle. All shorts/skirts/scooters must be knee-length level or longer.</p> <p><u>Boys:</u> Belts are required and must be worn through the loops. No studded belts or large belt buckles.</p> <p><b><u>No athletic wear. No joggers. No rolling up pants legs.</u></b></p>	<p>Navy, black, or khaki uniform pants Navy, black, or khaki uniform shorts (summer months) Navy or tan uniform scooters Red/navy plaid skirt Solid black or brown belt required for boys</p> <p><u>Girls:</u> Leggings/tights are recommended and must be a solid color: white, black, or navy blue. Leggings/tights must cover entire leg down to ankle. All shorts/skirts/scooters must be knee-length level or longer.</p> <p><u>Boys:</u> Belts are required and must be worn through the loops. No studded belts or large belt buckles.</p> <p><b><u>No athletic wear. No joggers. No rolling up pants legs.</u></b></p>
<b>Shoes</b>	<b>Shoes</b>	<b>Shoes</b>
<p>Shoes must fit securely on the feet. No extreme or distracting styles.</p> <p><b>Not allowed in school:</b> flip flops, shoes with wheels, slippers, clogs, high heels, crocs.</p>	<p>Shoes must fit securely on the feet. No extreme or distracting styles.</p> <p><b>Not allowed in school:</b> flip flops, shoes with wheels, slippers, clogs, high heels, crocs.</p>	<p>Shoes must fit securely on the feet. No extreme or distracting styles.</p> <p><b>Not allowed in school:</b> flip flops, shoes with wheels, slippers, clogs, high heels, crocs.</p>
<b>Hair</b>	<b>Hair</b>	<b>Hair</b>
<p>Natural color <i>only</i> No designs, carvings, or extreme styles No extreme haircuts; hair should not interfere with eye contact, vision, or distract attention No hats, bandanna or unconventional headwear may be worn</p> <p><u>For boys</u>—hair must be above the collar, no design/carvings in the hair or extreme haircuts or “mohawks”, no shirttails, no tying hair up.</p>	<p>Natural born hair color <i>only</i> (<i>Natural born hair color means hair color you are born with</i>) Hair must be a single tone, (no highlights/two-tone looks) No designs, carvings, or extreme hair colors or style. No extreme haircuts, hair should not interfere with eye contact, vision, or distract attention No hats, bandanna or unconventional headwear may be worn</p> <p><u>For boys</u>—hair must be above the collar, no design/carvings in the hair or extreme haircuts or “mohawks”, no</p>	<p>Natural born hair color <i>only</i> (<i>Natural born hair color means hair color you are born with</i>) Hair must be a single tone, (no highlights/two-tone looks) No designs, carvings, or extreme hair colors or style. No extreme haircuts, hair should not interfere with eye contact, vision, or distract attention. No hats, bandanna or unconventional headwear may be worn.</p> <p><u>For boys</u>—hair must be above the collar, no design/carvings in the hair or extreme haircuts or “mohawks”, no</p>

	shirttails, no tying hair up, no braiding. No facial hair	shirttails, no tying hair up, no braiding. No facial hair
<b>Makeup</b>	<b>Makeup</b>	<b>Makeup</b>
No make-up	For girls—natural makeup is allowed No extreme and/or heavy use of make-up	For girls—natural makeup is allowed No extreme and/or heavy use of make-up
<b>Accessories (earrings, necklaces, bracelets, etc.)</b>	<b>Accessories (earrings, necklaces, bracelets, etc.)</b>	<b>Accessories (earrings, necklaces, bracelets, etc.)</b>
<u>Boys:</u> No earrings  <u>Girls:</u> Only one earring on each ear (smaller than a nickel), no cuffs.  No body piercings allowed  Only one necklace may be worn One bracelet per wrist can be worn as long as they are not disruptive to the learning environment  Scarves may not be worn as an accessory in school	<u>Boys:</u> No earrings  <u>Girls:</u> Only one earring on each ear on ear lobe (smaller than a nickel), no cuffs.  No body piercings allowed  Only one necklace may be worn One bracelet per wrist can be worn as long as they are not disruptive to the learning environment  Scarves may not be worn as an accessory in school	<u>Boys:</u> No earrings  <u>Girls:</u> Only one earring on each ear on ear lobe (smaller than a nickel), no cuffs.  No body piercings allowed  Only one necklace may be worn One bracelet per wrist can be worn as long as they are not disruptive to the learning environment  Scarves may not be worn as an accessory in school

<b>Professional Conduct</b>	
Respect others through actions and words	No public display of affection
Be ready to learn by (for example) Getting to class on time Bringing all your learning materials Being attentive Completing assignments	Know when to seek for help especially when, but not limited to: Experiencing bullying in person and online. When your safety is at risk. Personal matters that interfere with education

**NOTE 1: HAPA Spirit Wear Collection**

Monday-Thursday students may wear HAPA Spirit Wear Collection pullovers or crew neck sweaters, these items MUST be worn over the regular uniform. Students wearing only a pullover or sweater without regular uniform will be asked to change.

Friday students may wear any top items (t-shirt, long sleeve, sweater, pullover) from the HAPA Spirit Wear collection. Students must be in uniform bottoms.

**NOTE 2: Dress Down Days**

Periodically throughout the year students will be rewarded with a Jeans or Dress Down day. While this is a day of lesser uniform regulations, the rules are in place to help students develop the soft skills and norms around dressing

professionally at school and work. If students do not participate, they must be in HAPA uniform for that day. The expectations for these days are noted below:

**Tops:** School appropriate shirt and/or crew cut sweatshirt (no hooded sweatshirts.)

**Bottoms:** HAPA uniform pants, khaki pants or shorts, Jean pants or shorts (no holes or rips). This **excludes** leggings/jeggings/tights on their own, athletic shorts, sweatpants, and joggers.

**NOTE 3:** HAPA School Uniform and Appearance Policy is enforced at any and all school sponsored events (trips, field experiences, dances, Senior Trip, DC Trip, etc.). This includes accessories, hair, and shoes sections.

**NOTE 4:** All staff, faculty, and administration will enforce the school uniform and appearance policy, as well as, professional conduct. Every day, “Uniform Checks” will be completed within the first period of each day. Any student who is out-of-uniform will be sent to the office. Parents will be contacted to bring the proper uniform. *If parents are not able to bring in the uniform, one will be provided to the student at the expense of the parents. A bill will be sent home.*

**NOTE 5:** For the 2018-2020 school years, it is encouraged that uniform tops (shirts, cardigans, vests, ect) should have the embroidered HAPA logo. Starting with the 2020-2021 school year, embroidered logos will be required.

**POSSIBLE CONSEQUENCES** for violation of the Uniform and Appearance Policy:

1. The student will be referred to the Impact Coach to correct his or her uniform or appearance with the following options:
  - a. Parents called to bring proper uniform to change into OR
  - b. Parents purchase a new uniform from the school store. The invoice will be sent to the parents for payment.
  - c. Parent, Student, Administration covenant review meeting
2. Loss of privileges for uncooperativeness:
  - a. School sponsored activities, events, and trips
  - b. Participation in school sports, extracurricular activities and/or social events—sponsored by the school or its partnerships
  - c. Others determined by the Educational Leader

The Academy strives to achieve full compliance through positive reinforcements; however, students that fail to comply with the Hmong American Peace Academy Uniform and Appearance Policy will be referred to the Impact Coach or designated person. The parent(s) will be contacted to attend a covenant meeting to reinforce partnership to comply with established policy. Further consequences will be implemented. *The Educational Leader(s) (if necessary the Executive Director) will have the final decision on violations and interpretations.*

**NOTE 6:** Hmong American Peace Academy reserves the right to interpret the meaning of “extreme” and make any/or all revisions necessary regarding the Uniform and Appearance Policy.