



**HAPA’s SCHOOL UNIFORM, APPEARANCE, and PROFESSIONAL CONDUCT POLICY**

Hmong American Peace Academy (“HAPA”) 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 with 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 a proper uniform to change into. If parents are not able to bring the correct uniform to school, the school will lend the needed clothing items to the student if the school has extra uniforms available. If parents are not able to bring in the uniform item, one will be provided to the student, the uniform item should be returned the following school day. Scholars will be charged 5% of the replacement cost of the item for each school day it is not returned after the first day. After twenty days, the full replacement cost of the item will be assessed and the scholar may keep the item.

The School Uniform and Appearance Policy is as follows:

<b>Elementary (K4-5)</b>	<b>Middle School (6-8)</b>	<b>High School (9-12)</b>
<b>Tops</b>	<b>Tops</b>	<b>Tops</b>
Solid light blue polo Navy blue sweater/cardigan/vest (seasonal)  With embroidered HAPA Logo on shirts/polos (starting 2021-2022). All shirts must be tucked in.  Absolutely NO logos, insignias, pictures or messages. (Including undershirts) Undershirts must be white only.	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 on shirts/polos (starting 2021-2022) 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.	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 on shirts/polos (starting 2021-2022) 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.
<b>Bottoms</b>	<b>Bottoms</b>	<b>Bottoms</b>
Navy, black, or khaki uniform pants Navy, black, or khaki uniform shorts Navy uniform jumpers or scooters	Navy, black, or khaki uniform pants Navy, black, or khaki uniform shorts Navy or tan uniform scooters	Navy, black, or khaki uniform pants Navy, black, or khaki uniform shorts Navy or tan uniform scooters Red/navy plaid skirt

<p>Leggings/tights are recommended under skirts. Leggings/tights must cover entire leg down to the ankle.</p> <p>All shorts/skirts/scooters must be knee-length level or longer.</p> <p><b><u>No athletic wear, No joggers. No rolling up pants legs.</u></b></p>	<p>Leggings/tights are recommended under skirts. Leggings/tights must cover entire leg down to the ankle.</p> <p>All shorts/skirts/scooters must be knee-length level or longer.</p> <p><b><u>No athletic wear, No joggers. No rolling up pants legs.</u></b></p>	<p>Leggings/tights are recommended under skirts. Leggings/tights must cover entire leg down to the ankle.</p> <p>All shorts/skirts/scooters must be knee-length level or longer.</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 that are disruptive to the educational environment.</p> <p><b>Not allowed in school:</b> flip flops, sandals of any kind, shoes with wheels, slippers, clogs, wedges, platform shoes, high heels, crocs.</p>	<p>Shoes must fit securely on the feet. No extreme or distracting styles that are disruptive to the educational environment.</p> <p><b>Not allowed in school:</b> flip flops, sandals of any kind, shoes with wheels, slippers, clogs, wedges, platform shoes, high heels, crocs.</p>	<p>Shoes must fit securely on the feet. No extreme or distracting styles that are disruptive to the educational environment.</p> <p><b>Not allowed in school:</b> flip flops, sandals of any kind, shoes with wheels, slippers, clogs, wedges, platform shoes, high heels, crocs.</p>
<b>Hair</b>	<b>Hair</b>	<b>Hair</b>
<p>No designs/carvings, or extreme styles (e.g. “mohawks”). No extreme haircuts; hair should not interfere with eye contact, vision, or distract attention.</p> <p>No hats, bandanna or unconventional headwear may be worn.</p>	<p>No designs/carvings, or extreme hair colors or style (e.g. “mohawks”). No extreme haircuts, hair should not interfere with eye contact, vision, or distract attention.</p> <p>No hats, bandanna or unconventional headwear may be worn.</p> <p><u>For boys</u> - No facial hair</p>	<p>No designs/carvings, or extreme hair colors or style (e.g. “mohawks”). No extreme haircuts, hair should not interfere with eye contact, vision, or distract attention.</p> <p>No hats, bandanna or unconventional headwear may be worn.</p> <p><u>For boys</u> - No facial hair</p>
<b>Makeup</b>	<b>Makeup</b>	<b>Makeup</b>
<p>No make-up</p>	<p>Natural makeup is allowed No extreme and/or heavy use of make-up</p>	<p>Natural makeup is allowed No extreme and/or heavy use of make-up</p>
<b>Accessories (earrings, necklaces, bracelets, etc.)</b>	<b>Accessories (earrings, necklaces, bracelets, etc.)</b>	<b>Accessories (earrings, necklaces, bracelets, etc.)</b>
<p>Only one earring on each earlobe (smaller than a nickel), no cuffs.</p> <p>No body piercings allowed</p> <p>Scarves may not be worn as an accessory in school</p>	<p>Only one earring on each earlobe (smaller than a nickel), no cuffs.</p> <p>No body piercings allowed</p> <p>Scarves may not be worn as an accessory in school</p>	<p>Only one earring on each earlobe (smaller than a nickel), no cuffs.</p> <p>No body piercings allowed</p> <p>Scarves may not be worn as an accessory in school</p>

## Professional Conduct

Respect others through actions and words

No public display of affection

Be ready to learn. Students should demonstrate this by (for example):

Getting to class on time

Bringing all your learning materials

Being attentive

Completing assignments

### **NOTE 1: HAPA Spirit Wear Collection**

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

**NOTE 2:** 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 3:** All staff, faculty, and administration will enforce the School Uniform, Appearance, and Professional Conduct policy. 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, the uniform item should be returned the following school day. Scholars will be charged 5% of the replacement cost of the item for each school day it is not returned. After twenty days, the full replacement cost of the item will be assessed and the scholar may keep the item.

**NOTE 4:** Hmong American Peace Academy reserves the right to interpret the meaning of “extreme” and make any/or all revisions necessary regarding the School Uniform and Appearance Policy.

### **POSSIBLE CONSEQUENCES** for violation of the School 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
  - b. Parent, Student, Administration covenant review meeting
2. Loss of privileges for violation of this Policy, which may include:
  - 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) (and, if necessary, the Executive Director) will have the final decision on violations and interpretations of this Policy.*