Ilm Academy

Fostering Excellence and Faith

PARENT HANDBOOK / UNIFORM GUIDE

This guide accompanies the Ilm Academy Policies & Procedures Handbook (Section 8, Dress Code & Islamic Modesty Standards) and the Ilm Academy Code of Conduct. It should be kept together with those documents.

1. Purpose of This Guide

This Uniform Guide explains, in practical terms, what students should wear to school each day so that families do not have to guess at the details behind the general dress code standards described in the Policies & Procedures Handbook and the Code of Conduct. It is meant to be read alongside those two documents, not in place of them.

Ilm Academy expects every student's daily dress to reflect Islamic modesty standards, to be neat and appropriate for a school setting, and to support a respectful, safe, and welcoming environment for every member of our community.

2. General Modesty & Uniform Standard

All students are expected to dress according to Islamic standards of modesty, understood as clothing that is loose-fitting rather than tight or form-fitting, made of non-transparent fabric, and that covers the body appropriately for a school setting. Within that standard, families have flexibility in exactly which uniform pieces or modest clothing items they choose, provided the following general guidelines are met:

- Tops and bottoms (or a single garment such as an abaya or thobe) that are loose-fitting and modest in cut.
- Full coverage consistent with Islamic modesty standards; clothing should not be sheer, tight, cropped, or otherwise revealing.
- Head covering (hijab) worn by female students in accordance with family and school expectations, secured neatly and consistently.
- Clean, neat, and well-maintained clothing free of rips, excessive wear, or damage.
- Footwear that is safe, closed-toe where appropriate for the activity, and suitable for regular movement around the school building and playground.
- Outerwear (coats, jackets) appropriate to Minnesota's weather, in solid, modest colors.

Families may choose their own modest clothing that fits these standards, or use vendors and suppliers of their choosing. Ilm Academy does not require purchase from a specific vendor; the school's only requirement is that clothing meet the modesty and appropriateness standards in this guide.

3. Colors & Appearance

Solid, neutral, and modest colors are preferred for daily uniform wear. Loud graphics, large logos, or flashy branding are discouraged in favor of a clean, uniform appearance across the student body. Specific color guidance for each grade band, if adopted, will be communicated separately by school administration at the start of the school year.

4. Prohibited Items & Symbols

Because Ilm Academy serves a diverse Muslim community and is part of the broader Minnesota school community, certain clothing, symbols, and accessories are not permitted on school grounds or at school-sponsored events, regardless of whether they otherwise meet the modesty standard above. This section applies to clothing, jewelry, patches, pins, bags, and any other visible items a student wears or carries.

4.1 Gang-Related and Threatening Material

- Clothing, colors, bandanas, or accessories associated with gangs or gang affiliation.
- Symbols, numbers, or imagery that reference weapons, violence, or threats of harm.

4.2 Hateful, Discriminatory, or Extremist Material

- Any symbol, slogan, or image that expresses hate, hostility, or discrimination toward any race, ethnicity, national origin, religion, or other group of people.
- Any symbol, phrase, or image that demeans a person or group on the basis of a protected characteristic, or that is otherwise discriminatory, hateful, or insensitive toward any community.

4.3 Other Restricted Content

- References to alcohol, drugs, tobacco, or vaping.
- Sexually suggestive words or images.
- Profanity or vulgar language or imagery.

A student who arrives at school wearing a prohibited item will be asked to remove it, cover it, or change it, and a parent or guardian may be contacted. Repeated violations will be addressed under the disciplinary procedures described in the Policies & Procedures Handbook.

5. Consistency with Minnesota and Federal Law

This guide is written to be consistent with Minnesota and federal standards governing student dress and religious expression. Minnesota law protects students' right to wear religious attire, and any dress-code restriction is applied narrowly, to matters of safety, health, appropriateness, and the prohibited categories above, rather than to restrict students' religious or cultural expression.

> ***Reference:*** *Minn. Stat. § 121A.70–.73 (Student Rights, Responsibilities, and Behavior); federal protections against religious discrimination enforced by the U.S. Department of Justice, Civil Rights Division; Minnesota is among the states recognizing a student's right to wear religious attire in school.*

Nothing in this guide is intended to restrict a student's religious expression through dress. Where any part of this guide is read to conflict with a student's sincerely held religious practice, families should raise the concern with school administration so it can be resolved consistent with applicable law.

6. Physical Education & Special Activities

On days with physical education, field trips, or other special activities, the school will communicate in advance whether any modification to the daily uniform is needed (for example, athletic shoes). Any such modification will still follow the modesty and appropriateness standards in this guide.

7. Weather & Seasonal Guidance

Minnesota's seasons require practical adjustments. In cold months, students should wear weather-appropriate outerwear, hats, and gloves over their uniform; in warm months, students should still maintain full modesty coverage while dressing for comfort. Families are encouraged to send a labeled change of weather gear as needed.

8. Questions & Exceptions

Families with questions about a specific clothing item, or who need an accommodation related to modesty, religious practice, disability, or another individual circumstance, should contact school administration directly. Ilm Academy will work with families in good faith to find a solution consistent with this guide, the Policies & Procedures Handbook, and applicable law.

This Uniform Guide may be updated from time to time, consistent with the amendment process described in the Policies & Procedures Handbook. Families will be notified of any material change.