

SCIOTO COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

POLICY 3.04.11 DRESS CODE

- A. The Superintendent reserves the right to prescribe agency-wide dress and grooming standards which are in the best interest of the program. Appropriate dress standards are based on safety, ability to perform job duties with undue effort, distractibility, and image in the community.

Examples of prohibited dress includes but is not limited to: short shorts, miniskirts, see through garments, bare backs or midriffs, tube tops, halter tops, exposed underwear, spaghetti strap dresses/tops, muscle shirts, house slippers, and torn clothing.

Additionally, program directors have the right to use their discretion in accordance with their respective program to determine what is appropriate and not appropriate for the task at hand and environment. This includes the ability to prohibit certain fragrances, hairstyles, etc. that may put an individual or employee at risk of harm.

- B. Supervisors will monitor staff and caution any employee whose dress mode and /or hygiene mode is not in compliance with this policy. The Superintendent and/or supervisor will send employees home to change clothing if dress is inappropriate. The Board will not pay an employee for time spent away from the job due to inappropriate dress.
- C. Continued abuse of these standards can result in disciplinary action up to and including discharge from employment.