

SUMMER DRESS CODES: A LEGAL CHECK UP!

MANY EMPLOYERS ALLOW THEIR EMPLOYEES TO DRESS IN MORE COMFORTABLE ATTIRE DURING THE SUMMER MONTHS. DUST OFF THOSE POLICIES AND CONSIDER THESE QUESTIONS AS YOU REVIEW THEM:

- 1) Is your company's dress code policy consistent with its practice? If not, change the policy or practice for **consistency**, communicate changes to your employees.
- 2) Relatedly, are you **enforcing the policy**? Otherwise, brace for differential treatment complaints – and the possibility that employees may consider other employer policies as “optional”.
- 3) Is your company's dress code policy consistent with an inclusive workplace? Double check to make sure your guidelines are not specifically directed toward “male” appropriate attire and “female” appropriate attire. Make guidelines as **gender neutral** as possible.

