

4.10 APPEARANCE AND ATTIRE

Appropriate Attire/Dress

Employees with BACI are expected to maintain a high level of personal cleanliness, hygiene and appearance at all times when on duty. Employees' appearance affects the people we provide services to, as well as the attitudes and opinions of family, friends, other professionals, and the community at large. Employees are role models and should not dress or act in such a way as to draw undue attention to those we support or to negatively impact the reputation of the agency.

Employees should also take into consideration the activities or events in which the residents are participating in order to determine appropriate dress. Offensive or indecent clothing is always unacceptable (i.e., vulgar or lewd T-shirts, exposure of the mid-drift area/under-garments, thin strapped tank tops etc.)

Summer Wear

Employees need to look professional and will wear clothing appropriate for summer events and activities. Such clothing may include, but not be less than walking shorts, T-shirts, and closed-toe footwear. Clothing will be neat, clean, and free from holes.

Slogans

Inappropriate slogans appearing on clothing that negatively represents and/or affects the attitudes and/or opinions of those we support shall be strictly prohibited. Slogans appearing on clothing that devalue or embarrass either the employer or the individuals we support are strictly prohibited, and will result in discipline.

Inappropriate Clothing/Dress

Staffs are expected to exercise good judgment, and to avoid wearing expensive jewelry and/or articles of clothing that would be at risk of damage, loss, or which if worn may place the employee at risk of injury. Where staff are working with any individuals whose behavior or support needs could cause injury; employees will not wear sharp protruding jewelry, chains, earrings, or other articles that could directly result in injuries or damage to such items or staff. The employer will not cover loss or damage in such situations, where good judgment would have avoided the loss or damage.

Event Specific

It is an expectation that staff scheduled to accompany individuals to special events or to work activities will report to work with clothing appropriate to the designated event or job. For example, staff scheduled to participate in swimming events will be required to bring appropriate wear. Such swimwear will be neat and functional, and should not draw attention to the employee or program participants being supported.

Staff supporting individuals outdoors need to ensure the people they support and themselves have appropriate dress for elements like rain, snow, cold, etc. Failure to protect the clients appropriately may be subject to discipline.

Employer Supplied Clothing

In exceptional cases where staff support individual(s) whose behavior results in frequent tearing of clothing articles, the employer may offer the option of providing suitable articles to be worn by the employee. When an employee declines to wear such clothing offered, the employee will not be eligible for replacement of clothing articles or funds. Clothing offered must be clean, presentable and age appropriate.