

**PERSONAL APPEARANCE 705**

*Effective Date: 02/01/2016*

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image Cass County presents to customers and visitors.

During business hours or when representing Cass County, you are expected to present a clean, neat, and tasteful appearance. You should dress and groom yourself according to the requirements of your position and accepted social standards. This is particularly true if your job involves dealing with customers or visitors in person. Where necessary, reasonable accommodation may be made for employees with disabilities, or who have legitimate religious needs.

Your supervisor or the Department Head is responsible for establishing a reasonable dress code appropriate to the job you perform. If your supervisor feels your personal appearance is inappropriate, you may be asked to leave the workplace until you are properly dressed or groomed. Under such circumstance, you will not be compensated for the time away from work. Consult your supervisor if you have questions as to what constitutes appropriate appearance. Repeated violations of this policy can result in discipline, up to and including termination of employment.