

Webinar on

Dress And Appearance Code: Rights, Responsibilities, And Potential Liabilities For 2020

Date : July 13, 2021

Areas Covered

- To discuss legal issues surrounding Dress and Appearance in the workplace*
- To list specific elements of a Dress and Appearance policy*
- To explore the role of unconscious Bias and stereotypes play in discrimination through dress codes*
- To identify prevention tactics employees are judged by their performance and not on stereotypes*

In this webinar
will discuss
legal issues
surrounding
Dress and
Appearance in
the workplace.

PRESENTED BY:

Dr. Susan Strauss - is a national and international speaker, trainer, and consultant. Her specialty areas include management/leadership development, organization development, communication, and harassment and bullying. She is an expert witness for discrimination and harassment lawsuits.

Date : July 13, 2021

Time : 01 : 00 PM EST

Duration : 60 Minutes

Price: \$149

Webinar Description

From the style and length of one's hair to the number and location of visible tattoos, to recognizing gender non-conformity style, to creating a summer dress code, employers are facing an increased need to determine their organization's culture and policies, as well as following federal and state laws. How does an organization balance employees' rights to express themselves with the organization's rights to determine its legitimate business needs while maintaining an inclusive work environment? The pitfalls for employers are many. More businesses are likely to face these issues especially now that research is confirming these types of biases exist broadly across U. S. workplaces. The potential for organizational errors is plentiful. Organizations expect employees to use sound judgment in their dress and grooming, however, what if the employee's sense of dress and grooming varies from the organization's? After all, types of self-expression have become more commonplace with society demonstrating more acceptances in people's choices of self-expression—shouldn't the workplace reflect this change in social rules too? Religious dress and dress that defies gender stereotypes are the two areas that are the most challenging for employers. These issues and others will be discussed.



Who Should Attend ?

- *Managers and Directors Throughout the Organization*
- *Human Resources Generalists*



Why Should You Attend ?

Dress codes are receiving a fair amount of attention in the courts these days. There have been a number of precedent-setting lawsuits dealing with dress codes' requirements and how those requirements, even inadvertently, discriminate against potential and current employees based on their gender, religion, and race, to name a few. It is critical that human resources professionals and managers understand the importance of a discriminatory free dress code to ensure all job candidates and employees are treated fairly and equitably.



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