

Employee Questions/Comments
2454-Professional Dress

Questions/Comments #1	
Questions/Comments	<p>I think you are playing with fire with this statement:</p> <p>"If a supervisor or administrator deems that an employee's appearance is inappropriate, the employee may be sent home to apply appropriate remedies to align with the College's dress code procedure."</p> <p>Schools are companies have been sued and lost countless times trying to enforce this type of thing.</p> <p>I would also encourage you to vet it against this article, https://www.aclu.org/news/womens-rights/4-things-public-schools-can-and-cant-do-dress-codes</p> <p>Several of the examples that are clearly aimed at specific groups and could easily be seen as discrimination against protected classes.</p> <p>Jeff Mills</p>
Overseer Response(s)	<p>Part of our procedure is responding to those that have comments/suggestion about proposed policies/procedures. Procedure 2454 does not single out male/female attire as described in the article that you sent. This is simply an attempt to make sure that Barton Employees that come into contact with our students and the public present a professional image while representing Barton. As far as a supervisor/Administration determining if an employee is dressed inappropriate while at work, they will be following the guidelines of the procedure. Unfortunately, for some, their attire has become overly casual and they do not provide a professional image to our students/public.</p> <p>Appreciate your comments. If you have any other questions, please let me know.</p> <p>Mark Dean</p>

Questions/Comments #2	
Questions/Comments	<p>This may sound like a dumb question, but-what exactly is a halter shirt? Tank top? Strap/sleeveless? Please clarify? Also-are capri pants ok? Tennis shoes?</p> <p>Monica Ravenstein</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p>


	Jenna
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Questions/Comments #3	
Questions/Comments	<p>I currently wear leggings often, but always have a long dress shirt, along with a long cardigan over them. I have a hard time finding dress pants that fit right for my body type that are comfortable to sit in all day. I'm hoping there can be some type of compromise on dressed up leggings in the dress-code policy.</p> <p>Jennifer Miller</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #4	
Questions/Comments	<p>Good morning. I would like to address the policy 2454- Professional dress. The current cultural and societal norms for the business casual is sneakers being worn as an appropriate footwear for the business casual dress . The college's policy doesn't mention sneakers, nor does it mention sneakers as an approved appropriate footwear.</p> <p>Walter Brown</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #5	
Questions/Comments	<p>I have a question and a comment. First, could "footwear typically worn for weekend excursions" be read to include sneakers and other athletic shoes as inappropriate? As faculty member on my feet teaching hours a day, I find supportive shoes to be essential professional attire.</p> <p>Second, I request consideration for additional latitude on what T-shirts are considered appropriate professional attire. In recent semesters, I have promoted student engagement in my classes by wearing T-shirts specific to my content area (e.g. one that corresponds with the day's grammar lesson or one that says hello in many different languages). It also seems to me that it would be</p>

	<p>appropriate to allow T-shirts that support local schools or sports teams or even professional sports teams.</p> <p>Abby Howe</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #6	
Questions/Comments	<p> 2454-professionaladdress SOLIE comments.docx</p> <p>Peter Solie</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #7	
Questions/Comments	<p>Thank you for sending this new procedure out for review. The policy is certainly well-defined. I fully agree with the need to present a professional image in the workplace (:</p> <p>I'd like to offer some feedback and raise concerns over how the dress code could be interpreted within disciplines or departments where specialized clothing is necessary and standard use in professional settings for the fields taught. The Fine and Performing Arts department has multiple cases where we may need additional exemptions from the examples given in the policy. There may be similar exceptions needed for other departments, such as in Workforce Training, as well.</p> <p>My concerns are listed in bold below:</p> <ul style="list-style-type: none"> • Clothing with profane, vulgar or hateful images or text; • Shorts or sweatpants (Exception: coaches and athletic trainers in appropriate setting); Please include dance instructors. • Leggings worn as pants as opposed to leggings underneath a dress or skirt; Dance and yoga instructors teach classes in leggings when working with students. It is important for classes to see the joints and musculature of the legs during instruction (we require students to wear leggings and tights as well in our class dress codes). Dance and

	<p>yoga instructors frequently need to run to the office, to meetings, and the bathroom in between classes during our busy daily schedules. This part of the dress code would result in instructors having to continuously change clothes throughout the day.</p> <ul style="list-style-type: none"> • T-shirts (Barton attire and logo are permitted); Would this exclude industry specific t-shirts? FPA faculty sometimes wears these shirts when teaching: <ul style="list-style-type: none"> ○ Industry-specific organizations we promote to our students (Examples- KMEA, professional dance companies, Kansas Thespians, American College Dance Association) ○ T-shirts including discipline-specific phrases (Example- “Inhale, Exhale” for yoga class) • Exercise clothing (Exception: coaches and athletic trainers in appropriate setting); Please include dance instructors • Jeans that are worn to the point of sagging, presenting rips or holes, and have frayed and split seams; Some FPA instructors would need an exemption: <ul style="list-style-type: none"> ○ Art faculty wears old clothes while teaching any art form that could result in paint, clay or glaze getting on clothing. ○ Theatre faculty, staff, and crew often need to wear old work clothes during set-builds and stage maintenance to avoid ruining regular clothes with paint, solvents, or being torn. • Halter and spaghetti strap shirts or dresses; Can we include an exception for employees in public performances (costumes and evening gowns in music recitals)? • Footwear typically worn for weekend excursions such as camping, swimming, etc. (non-professional Flip-flops); • Ball caps and stocking caps (Exception: employees working outdoors). <p>Arts-based disciplines have widely accepted standards for the “professional image. If you need more information on these accepted standards from our professional resources in the arts, please let me know. Including more specific exceptions would help our supervisors when interpreting the policy and if something is inappropriate attire.</p> <p>Danika Bielek</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President’s Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #8	
Questions/Comments	<p>I would like to see more clarification on t-shirts. Is that any t-shirt that doesn't have Barton on it? Are plain v-necks OK? "Dressier" tees? I could understand graphic tees, but none seems like a bit much 😊</p> <p>Ronnie Dean</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #9	
Questions/Comments	<p>I would like to suggest a statement like the following be added. "Exceptions due to work duties/conditions may be allowed with supervisor approval." Or something similar.</p> <p>A blanket policy like this is not inclusive to the different job duties across the institution. Some sit at a desk 8-5, while some are constantly on the go and can be at a desk one moment, and then out and about on campus in the elements the next. Thinking of my team in the Communications office, we regularly work photo/video shoots outdoors year-round, including the summer months. So 'golf style' shorts are often worn by the male staff with a Barton shirt or polo to help beat the heat.</p> <p>Maggie Harris</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #10	
Questions/Comments	<p>What is Barton's definition of "business casual"?</p> <p>Kystall Barnes</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>


Questions/Comments #11

Questions/Comments	<p>I would like to offer the following thoughts for consideration of this policy. Please note, I have attempted to capture concerns as expressed to me by those in my area as well as my considerations as a supervisor and person who generally enjoys a well-crafted policy:</p> <ul style="list-style-type: none">- I am not opposed to naming a dress code and the identification of the need for a dress code. I always believe clarity of expectations is important. This line in particular is helpful: "An employee's appearance should convey a positive, professional impression whether meeting with students, parents, coworkers, vendors or the general public." This statement of the policy's goal is important.- I would recommend caution around the word "inappropriate" and then the identification of what is "inappropriate" for the following reasons:<ul style="list-style-type: none">o "Inappropriate" is a weighted word. By attaching it to specific modes of fashion it can be perceived as discriminatory toward sex, race, or age. There are religious, cultural, and political denotations to the word that we should be mindful of as well.o The specific list reads like a list of personal grievances when not attached to named criteria for deeming something inappropriate. If a supervisor wishes to include something else on the prohibited list (for example, crocs on the list of prohibited footwear) how is it added? Will this list be regularly reviewed for additions and deletions?o The interpretation of the specific items becomes somewhat problematic as well. For example, if leggings are prohibited, are jeggings (combo jean/legging) prohibited? And, if jeggings are thus prohibited, are skinny jeans allowable? What is the line between skinny jeans and jeggings or jeggings and leggings? What makes a t-shirt a t-shirt?- I would consider reframing the list of "inappropriate" items as a list of "suggested," "approved," or "recommended," items or "examples of business casual include..." Then list what the ideal is, (i.e. rather than prohibiting t-shirts, list the examples of the ideal such as collared shirt, polo, or blouse). Reframing in the positive and listing the ideal supports the creation of a Barton-understanding of the definition of "business casual."- There may be specific items that should be listed as not allowed, but I would limit that list and perhaps consider criteria for the prohibition. For example, offensive language on t-shirts could create a hostile work environment. I don't know that the reasoning or criteria needs to be listed in the policy, per se, but I do believe training to supervisors on the reasoning/criteria is helpful when they are tasked with the implementation of the prohibition.- Naming specific departments with specific exceptions and/or times a places with specific exceptions also becomes difficult in
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	<p>policy implementation. I think your description in the text above, “consistent with the employee’s position,” allows for allowances based on position or situation and removes the need to name the specific departments or locations.</p> <ul style="list-style-type: none"> ○ I can think of other specific positions or locations or times/places in which I think a more relaxed approach might be appropriate: in housing, childcare center, Upward Bound, certain support services that work directly with students; and I can think of specific times in which other positions may be more able to be relaxed in their dress for a short period or specific task. <ul style="list-style-type: none"> - It is my assumption that this dress code would apply to all positions including those who work remotely and student positions. Is that correct? - Would there be a timeframe for implementation and allowances for those that may need time to purchase updated wardrobe? <ul style="list-style-type: none"> ○ There could be cost associated with this process for some of our employees. ○ Additionally, I think it is important to remember the context of our location. The limited number of clothing stores in Barton County often provide clothes based on fashion, not necessarily professional dress codes. I often have difficulty in finding clothes in my size locally that fit what I personally deem as appropriate for the workplace. I want to be sure we consider these impacts on an employee (a new hire, a student employee, or a current employee who needs to update) as we implement this policy. <p>I thank you for the ability to share feedback. I believe you will have a lot of excellent conversation on this topic moving forward!</p> <p>Stephanie Joiner</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President’s Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #12	
Questions/Comments	<p>Just for thoughts or clarification.</p> <p>I do have distressed jeans that are paired with Blazers that I wear for class. Obviously, not excessive distressed areas or holes.</p> <p>I also have halter tops and spaghetti straps that I wear under Blazers or, cardigans or a Jean vest.</p> <p>Will these items outlined be subjective to each supervisor?</p> <p>I do know this is hard to specify for a mass audience.</p>

	<p>I wanted to expand the thought (previous email) I had in relation to WHY I wear certain clothes or outfits for me personally. It is about Relatability. I have noticed specifically at the beginning of the semester; students do seem to see me as more approachable if I am not dressed formally but more professional casual. I can look professional, but not formal and this allows the students to see a little of my personality and style and this provides a more relaxed environment in the classroom from my experience. This has an effect on learning when developing rapport with the students, motivating them to asking questions and engage not just in the classroom but also with the instructor. I do wear ripped jeans with blazers on occasion, I have worn leggings with blazers as well and still look professionally dressed.</p> <p>I do feel that this list of inappropriate attire is very focused on one gender more than the other. I do not know if there is a certain number of employees that have the inability to dress professionally, but I would urge the committee to address this small group via their supervisors rather than updating the entire dress code with strict limits.</p> <p>I do take my professional reputation and image very seriously and feel this type of policy update is moving backwards and not forwards in building the positive organizational culture. Is providing limits solving the problem or minimizing the uncomfortable conversations needed for a few? Creating a policy / procedure that is focused on the negatives and cannot seem counterintuitive since most of our policies / procedures focus on standards, expectations, and goals to be achieved. Consequences may be part of this but should be addressed as needed to maintain the positive culture / reputation and not a negative affliction.</p> <p>Deanna Heier</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>
Questions/Comments #13	
Questions/Comments	<p>I purchase tee shirts for the plumbing, carpentry, welding, and CDL programs to wear to class so that they don't ruin their good clothes during class. For example, burn holes from welding sparks. Will there be any room for exceptions for those programs?</p>

	Mary Foley
Overseer Response(s)	Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out. Jenna
Questions/Comments #14	
Questions/Comments	 2454-professional dress Suggestions.docx Nolan Esfeld
Overseer Response(s)	Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out. Jenna
Questions/Comments #15	
Questions/Comments	Here are a few thoughts as to the presented new procedure and the approach that it is taking: <ul style="list-style-type: none"> • I have not yet seen a procedure that outlines the 'negative' of what is not able to be done or to do with this type of specificity. Even with the academic integrity procedure, the do nots that are consider violations are rooted in terms and evidence of specific meaning and for specific reason. For instance, all faculty know what plagiarism is. This does not have that quality nor does it have definitions that are going to be representative for everyone. • This procedure, in relation to others, seems to be targeting specific people with the specificity that is outlined. Why is this not just a conversation between the supervisor and the employee? Why is not the positive standards presented – i.e. what is consider professional or business causal? • Many items seem to target women rather than men for specificity of specific attire. • I am not necessarily against a procedure, but the subjectivity of this outline is highly dependent on the person viewing the person's attire. There is a judgement here that is not setting the stage for a good cultural experience nor building trust between supervisor and faculty nor administration and supervisor if their 'judgement' as to what is appropriate can be overturned by an administrator. I also believe it sets up problematic situations if any male supervisors that would disagree with a female employee's attire as 'not professional'


	<p>for a work environment. Are they going to note why or is it simply stated that it is not appropriate?</p> <p>Lee Miller</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #16	
Questions/Comments	<p>First and foremost, this procedure seems targeted and very subjective. It has a negative connotation to it. It outlines what is not allowed rather than what is...what is business casual? My definition of business casual may be very different from someone else's definition.</p> <p>I'm not sure of the need to bold and underline professional image.</p> <p>The last sentence concerns me as it seems to be a bit of an over step. If a supervisor deems the employee's attire inappropriate, that should be enough.</p> <p>Claudia Mather</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #17	
Questions/Comments	<p>As always, thank you for the opportunity to provide feedback. Here are my thoughts.</p> <p>This comes across to me as negative and somewhat targeted. A formal dress code should outline the expectations the College has for its employees. From there it can site special circumstances like campus events, Barton Friday or allow exemptions to athletics/facilities and so on.</p> <p>Let's try 'Business Casual is preferred' and offer examples along with a clear expectation.</p>

	<ul style="list-style-type: none"> • Blouses, Dress shirts, Button downs, Polos, Slacks, Khakis, Trousers, Dress pants, Longer skirts, Midi dresses, Blazers, Boots, Loafers <p>Then explain non-permitted apparel in a positive way:</p> <ul style="list-style-type: none"> • Clothing with profane, vulgar or hateful images/text • Undergarments should not be visible • Distressed jeans, pants or clothing of any kind • Nonprofessional footwear such as flip-flops, crocks or slippers • Athletic gear, gym attire or lounge wear (some exemptions) • T-shirts, sweatshirts or hoodies unrelated to Barton (some exemptions) • Hats of any kind (some exemptions) <p>I don't know about the last sentence, "if supervisor or administrator deems", what is the purpose of the policy if the supervisor is to set the standard. Are we already saying that they aren't in violation? I would think they would refer back to the policy to see if there was a violation and then address it. Also, I hope supervisors will allow some leeway to implementing such a policy. Clothing is expensive, everything is expensive, and work attire cost to build.</p> <p>Jenna Wornkey</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #18	
Questions/Comments	<p>I have a quick question on the dress code. I wear black legging every day to work. I always wear a shirt that is longer, enough to cover my bottom and 'front'. The leggings are thicker so nothing shows through. Will these be acceptable with the purposed policy?</p> <p>Shelia Smither</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>

Questions/Comments #19	
Questions/Comments	 Dress code arguments July 23.d
Overseer Response(s)	Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out. Jenna

Questions/Comments #20	
Questions/Comments	<p>I don't know if Peter Solie sent you his comments on the dress code policy directly or if he was waiting for faculty council feedback.</p> <p>The attached document has his comments. We received feedback from 4 additional faculty members. They concurred with Peter's comments. One faculty would like to be able to wear Barton baseball caps in class when he wants to show support for Barton athletes in his class.</p> <p>Here are my additional thoughts:</p> <p>The nursing program enforces a fairly strict dress code for students.</p> <p>My suggestions below are based on those policies and a quick review of the Business Insider "what not to wear to work" article.</p> <p>I suggest that the following statement from the dress code policy be changed from: <i>Clothing that is considered inappropriate includes, but is not limited to:</i></p> <ul style="list-style-type: none"> • <i>Clothing with profane, vulgar or hateful images or text;</i> • <i>Shorts or sweatpants (Exception: coaches and athletic trainers in appropriate setting);</i> • <i>Leggings worn as pants as opposed to leggings underneath a dress or skirt;</i> • <i>T-shirts (Barton attire and logo are permitted);</i> • <i>Exercise clothing (Exception: coaches and athletic trainers in appropriate setting);</i> • <i>Jeans that are worn to the point of sagging, presenting rips or holes, and have frayed and split seams;</i> • <i>Halter and spaghetti strap shirts or dresses;</i> • <i>Footwear typically worn for weekend excursions such as camping, swimming, etc. (non-professional Flip-flops);</i>

	<ul style="list-style-type: none"> • <i>Ball caps and stocking caps (Exception: employees working outdoors).</i> <p>Change to: Examples of inappropriate clothing include but are not limited to:</p> <ul style="list-style-type: none"> • Clothing with images or words that are inappropriate or indecent (i.e. sexually explicit, violent, profane, discriminatory, etc.) • Exercise clothing such as athletic shorts, sweatpants, or leggings (Exception: coaches and athletic trainers in appropriate setting) • Graphic T-shirts (Barton attire and logo are permitted) • Ripped jeans • Clothing typically worn to bed such as pajama pants, robes, or house slippers. • Any clothing that is too sheer, too tight, too short, or too baggy or that exposes the abdomen, chest/breast, gluteal cleft, or gluteal folds. <p>I don't think ball caps or stocking caps or leggings will be taboo for the greater audience much longer. You can keep those items on the inappropriate list for now if that is the committee's consensus.</p> <p>Most of the faculty want sweatshirts added. We suggest clarifying that my third bullet read: graphic t-shirts and sweatshirts (exception...)</p> <p>Kara Brauer/Faculty Council</p>
Overseer Response(s)	<p>Thank you for the comment. We will be discussing all of the comments at President's Staff, and will be providing further guidance when the second reading comes out.</p> <p>Jenna</p>