**Dress Standards**

FOH HOURLY TEAMMATES\*

**Male:**

* Must wear a **Blue Penguin Pin** on shirt (upper left.)
* Black, dark brown, dark grey or dark blue pants **worn with a belt**.
* Denim is **not encouraged** but is okay for **pants only**, it **must be VERY dark**, no holes (even if you bought them that way) & **no frayed edges or jewels**.
* Shoes must be **clean**, in good condition, **dark in color** and cover toes. Non-slip shoes are recommended.
* Shirts must have a collar, **be tucked in,** and only the top button may be unbuttoned.
* Crew-neck sweaters are ok; **V-necks must have a crew-neck undershirt** (thermals & Henley’s are not sweaters.)
* Socks, if worn, must NOT be white.
* Be creative and use your style!

**Female:**

* Must wear a **Blue Penguin Pin** on shirt (upper left.)
* Black, dark brown, dark grey or dark blue pants.
* Denim is **not encouraged** but is okay for **pants only**, it **must be VERY dark**, no holes (even if you bought them that way) & **no frayed edges or jewels**.
* Shoes must be **clean**, in good condition, **dark in color**, and cover toes. No sling-backs.
* Skirts and dresses must be no more than 6” from knee length.
* Shirts must be tasteful, worn with a bra, and necklines no lower than the peak of your armpit.
* Crew-neck sweaters are ok; **V-necks must have a crew-neck undershirt** (thermals & Henley’s are not sweaters.)
* Socks, if worn, must NOT be white.
* Flats are permissible. Heels (of any height) are **NOT** encouraged. **Non-slip shoes are recommended**.
* Be creative and use your style!

**The Do Not’s:**

* **No polo shirts**.
* No hoodies, **jackets**, fleeces, or denim tops/jackets
* Absolutely **NO** **t-shirts**. Ladies deep-v or scoop-neck t-shirts are still t-shirts.
  + T-shirts provided as uniforms, at certain properties, for support teammates are permissible.
* No tops or dresses with **text** or **bold graphics.**
* All shirts/dresses **must have sleeves**: **no tank tops**, spaghetti straps, tube tops, or strapless styles.
* No **yoga pants.**
* **Leggings** can’t be worn as pants.
* **No visible bras and undergarments.**
* No pale colored, khaki or **boldly colored/patterned pants/dresses**.
* No shorts.
* No sneakers or athletic shoes. Vans, Toms are **not** okay. All black or original **Chucks are okay.**
* No ripped/stained/dirty clothes, aprons, or shoes.
* No oversized, baggy or sagging clothing.
* You should be dressed and **ready to work** upon arrival. (Please do not come to work with wet hair, need to change clothes, shave or apply make-up after arrival.)

**Remember, in lieu of set uniforms, manager’s discretion is always in play.**

**As always, if you have a question, please ask BEFORE showing up to work without an alternative. Getting sent home for not being able to meet dress standards involves disciplinary action**

**Cleanliness While on Duty**

It is imperative that we project an air of cleanliness in every possible way, at every possible moment. Please follow these guidelines:

* **Wash your hands** after every visit to the restroom.
* Keep your **hands and fingernails clean** throughout your shift.
* Keep your clothing and apron clean at all times.
* Never eat while on duty. After we break from family meal, food goes away.
* Never lick your fingers.
* Do not bite your nails or have hands in your mouth, especially on the dining room floor.
* Do not touch your face or hair, especially on the dining room floor.
* If you do any of the above, immediately wash your hands! At a hand sink within guest view preferably.

**Personal Basics**

* **Chewing gum** is not permitted.
* **Tattoos are permitted!** Obscene, vulgar and societally offensive material must be covered and are at your manager’s discretion. Ink and tattoos on the neck and face may disqualify you from employment.
* Impeccable personal grooming and hygiene is expected at all times. Always shower or bathe before each shift and ensure that all clothing is freshly cleaned and pressed.
* Smokers must use mouthwash and/or breath mints to eliminate smoker’s breath.
* Stickers, pins, insignias or other accessories are subject to managerial discretion.
* **Visible body piercing and tattoos should be minimal**. Failure to remove and/or cover items deemed inappropriate by management may result in disciplinary action.
* Perfume, cologne and fragrances should be used very sparingly.

**Hair for Men**

* Hair must be clean, neatly trimmed and **styled at all times** and should not fall on the face or obstruct eye to eye contact. Hair **below the collar** should be pulled back into a **styled ponytail or bun**.
* Mustaches, sideburns, beards and goatees and other forms of facial hair **must be established**. It should be kept clean, well-trimmed and tame.
* Hair on your neck, cheeks and collar line must be kept, trimmed close (no guard) or clean shaved.
* If you do not have facial hair, you **cannot grow it** while you are on the job. You may grow it on time off and then maintain it properly as to the set guidelines when you return.

**Hair for Women**

* Hair must be clean, neatly trimmed and **styled at all times** and should not fall on the face or obstruct eye to eye contact. Hair **below the collar** should be pulled back into a **styled ponytail or bun**.
* Hair must be worn away from the face.
* Hair accessories may be worn with long hair but must match the attire of the uniform.
* Hair color may be changed but **must be maintained** and appear professionally done.

**Make up and Nails for Men and Women**

* Nails must be kept **clean and neatly filed**. Nails may never exceed one-quarter inch above the fingertip. When polish is worn, it must be maintained **without chips or pealing**.
* Chipped nail polish must be removed before your shift.
* Make up must be applied in a conservative manner. Facial cosmetics can be worn to **enhance natural features** and not be **overtly colorful, harsh or unnatural**.

**Jewelry for Men and Women**

* Minimal amounts of jewelry are allowed.
* Large, obstructive and loose pieces are not permitted.
* Necklaces must be **above the collarbone**.
* All jewelry and accessories are subject to managerial discretion.