



## Guide to Business Casual Dressing for Work

### A Business Casual Dress Code

KP LAUNCH's objective in establishing a business casual dress code is to allow interns to work comfortably in the workplace, while projecting a professional image for our members and community. Business casual dress is the standard for the KP LAUNCH summer internship program.

### General Overview

This is a general overview of appropriate business casual attire. Items that are not appropriate for the office are listed, too. Neither list is all-inclusive, and both are open to change. The lists tell you what is generally acceptable as business casual attire and what is generally not acceptable as business casual attire.

Clothing that is typically worn for the beach, yard work, dance clubs, exercise sessions, and sports contests is not appropriate for a professional appearance at work. Clothing that reveals too much cleavage, your back, your chest, your feet, your stomach or your underwear is not appropriate for a place of business, even in a business casual setting.

No dress code can cover all contingencies so interns must exert a certain amount of judgment in their choice of clothing to wear to work. If you experience uncertainty about acceptable, professional business casual attire for work, please ask your KP LAUNCH representative.

- Clothing should be pressed and never wrinkled.
- Torn, dirty, or frayed clothing is unacceptable.
- All seams must be finished.
- Any clothing that has words, terms, or pictures that may be offensive to other employees is unacceptable.
- Clothing that has the company logo is encouraged (you are not required to purchase clothing with the Kaiser Permanente logo).
- Your department may declare dress down/casual days, of which you are able to participate, these are the only days you can wear jeans that are clean, pressed, loose fitting, with no rips/tears or fades. Please verify with your area supervisor if designer clothing with large logos, athletic apparel, university apparel and/or athletic footwear is acceptable on dress down/casual days.

## **Slacks, Pants, and Suit Pants**

Slacks that are similar to Dockers and other makers of cotton or synthetic material pants, wool pants, flannel pants, dressy capris, and nice-looking dress synthetic pants are acceptable. Inappropriate slacks or pants include jeans, sweatpants, exercise pants, Bermuda shorts, short shorts, shorts, bib overalls, leggings, and any spandex or other form-fitting pants such as people wear for biking.

## **Skirts, Dresses, and Skirted Suits**

Casual dresses and skirts, and skirts that are split at or below the knee are acceptable. Dress and skirt length should be at a length at which you can sit comfortably in public. Short, tight skirts that ride halfway up the thigh are inappropriate for work. Mini-skirts, skorts, sun dresses, beach dresses, and spaghetti-strap dresses are inappropriate for the office.

## **Shirts, Tops, Blouses, and Jackets**

Button down dress shirts (conservative colors and subtle prints) with optional ties, dress shirts, blouses, tops, polo shirts and turtlenecks are acceptable attire for work. Most suit jackets or sport jackets are also acceptable attire for the office

Inappropriate attire for work includes tank tops; midriff tops; shirts with potentially offensive words, terms, logos, pictures, cartoons, or slogans; halter-tops; tops with bare shoulders; sweatshirts, and t-shirts unless worn under another blouse, shirt, jacket, or dress.

## **Shoes and Footwear**

Loafers, boots, flats, dress heels, and leather deck-type shoes are acceptable for work. Wearing no stockings is acceptable in warm weather. Athletic shoes, thongs, flip-flops, slippers, and any shoe with an open toe are not acceptable in the office. Closed toe and closed heel shoes are required.

## **Jewelry, Makeup, Perfume, and Cologne**

Should be in good taste, with limited visible body piercing or tattoos. Remember, that some employees are allergic to the chemicals in perfumes and make-up, so wear these substances with restraint.

## **Hats and Head Covering**

Hats are not appropriate in the office. Head covers that are required for religious purposes or to honor cultural tradition are allowed.