

Appearance and dress codes



INFORMATION SHEET

In Alberta, employers have the right to establish the appearance, grooming and dress standards that they believe are necessary for the safe or effective conduct of their business. An employer can set reasonable appearance, grooming and dress standards in areas such as aesthetics, health and safety, unless these standards discriminate against employees based on any of the protected grounds under the *Alberta Human Rights Act*.

Standards or codes should not be used to exclude an individual from employment or to treat an employee adversely based on any of the protected grounds. The protected grounds are: race, colour, ancestry, place of origin, religious beliefs, gender, gender identity, gender expression, age, physical disability, mental disability, marital status, family status, source of income and sexual orientation. For more information, see the Commission information sheet *Protected areas and grounds under the Alberta Human Rights Act*.

Employers have a duty to accommodate the individual needs of employees based on the protected grounds, up to the point of undue hardship. For more information about the duty to accommodate, see the information sheet *Employment: Duty to accommodate* and the interpretive bulletin *Duty to accommodate*, which are available on the Commission website or by requesting a copy from the Commission.



Contact us

The Alberta Human Rights Commission is an independent commission of the Government of Alberta. Our mandate is to foster equality and reduce discrimination. We provide public information and education programs, and help Albertans resolve human rights complaints.

**Hours of operation: 8:15 a.m. to 4:30 p.m.
Monday to Friday (holidays excluded)**

Northern Regional Office (Edmonton)

800 – 10405 Jasper Avenue NW
Edmonton, Alberta T5J 4R7
780-427-7661 Confidential Inquiry Line
780-427-6013 Fax

Southern Regional Office (Calgary)

200 J.J. Bowlen Building
620 – 7 Avenue SW
Calgary, Alberta T2P 0Y8
403-297-6571 Confidential Inquiry Line
403-297-6567 Fax

To call toll-free within Alberta, dial 310-0000 and then enter the area code and phone number.

TTY service for persons who are deaf or hard of hearing

1-800-232-7215 Toll-free within Alberta

Email: humanrights@gov.ab.ca

Website: albertahumanrights.ab.ca

Please note: The Commission must receive your completed complaint form or letter within one year after the alleged contravention of the *Alberta Human Rights Act*. The one-year period starts the day after the date on which the alleged contravention of the Act occurred. For help calculating the one-year period, contact the Commission.

The Commission will make this publication available in accessible formats upon request for people with disabilities who do not read conventional print.