

Role Play: Dress Code Collaboration- Order Fulfillment

Situation: ABC company assembles, sells, and ships high end office furniture. Until recently, the company's dress code has been shirt and tie. In the past few years the code has relaxed; due largely to "Casual Friday" charity fundraisers. This casual approach is no longer confined to Fridays and what employees feel is acceptable is changing. Student staff are now wearing rap star T-shirts and caps with off-colour language. Some staff are wearing frayed jeans and the hem line of skirts has raised beyond the mini.

The owner of the company sent out an e-mail to all staff. The e-mail "reminded everyone that ABC Company is a place of business" and they should look professional. He also said "female staff should dress appropriately." The e-mail touched off a storm in the office with several people feeling like they were singled out. It also caused some people to refer to the owner as sexist. At present, morale is low and productivity is dropping.

A four person committee has been struck to examine the situation. Committee members represent different employee groups; Management, Sales, Administration, and Order Fulfillment.

Your Position:

- The more casual the dress code the better.
- You can't understand why the policy should apply to you. Customers may see you but you rarely talk to them.
- The call for formal dress shows a complete lack of understanding of what you do all day. You need to wear something functional.
- Order fulfillment staff often tear their clothes or get solvents on them. This is a significant cost to the employees.