



8.2. Personal Appearance, Grooming & Uniform Policies. Employees must maintain a clean and neat appearance appropriate to their work assignment, as determined by their position and supervisor. The District General Manager or designee may issue rules regarding what is considered necessary, required or appropriate attire for each department or for particular positions.

8.2.1. Uniforms are required for all Lifeguards/Swim Instructors and Front Desk Attendants. Managers are required to dress either in uniform or business casual attire with a name tag.

(a). The District uniform consists of a name tag and a Mt. Rainier Pool t-shirt when Lifeguarding or working as a Front Desk Attendant. Staff who are providing swimming instruction must change from their Mt. Rainier Pool t-shirt into a Mt. Rainier Pool swim shirt (also known as a rash guard) when providing swim instruction. Lifeguards/Swim Instructors and Front Desk Attendants must be in uniform at all times when on duty.

(b). The District will order and provide the uniforms for those whose positions require them.

(c). Clothing items provided by the employee must conform to the following guidelines:

(i). Manager's shirts must have a collar and/or be considered "business casual".

(ii). T-shirts (other than Mt. Rainier Pool shirts) are prohibited.

(iii). Shorts and skirts are permitted; however, they must be at least fingertip length and be appropriate for a casual business environment.

(iv). Sandals and flip-flops are permitted.

(v). Sweatpants, shorts made out of sweat-pant material and/or work-out gear is not permitted.

(d). If the employee's supervisor concludes the employee's attire is inappropriate for any non-discriminatory reason, the employee may be sent home without pay.

(e). If an employee has any questions regarding appropriate attire, the employee should contact his or her supervisor.

8.2.2. Good grooming and personal hygiene is necessary for all District employees. The expectation is that all staff will maintain a generally clean appearance and personal hygiene that is respectful to others and abides by the general policies of the swimming pool. Grooming and hygiene standards are as follows:



- (a).** Employees are expected to report to work free of strong odors, whether personal or artificial (i.e. scented personal care products or perfumes).
- (b).** Hair, including facial hair, must be neatly trimmed or restrained before coming into contact with machinery of any kind.
- (c).** Fingernails must be neat and clean in appearance. They may be unpolished, or polished neatly with no chipping.
- (d).** Dangling jewelry (i.e. earrings, bracelets or necklaces) and visible body piercings are not encouraged, particularly for those who work with young children as they may pose a safety risk for the employee.