

Series:	HR Practices	COA: CFOP:
Procedure Name:	Dress Code Guidelines	
Procedure Number:	HR2302	
Reviewed Date:	4/16/24, 10/14/2025	
Revision #/Date:	(1) 2/25/22	
Effective Date:	4/1/19	
Applicable to:	All Family Partnerships of Central Florida Staff, Volunteers and Interns	

PURPOSE:

It is the policy of Family Partnerships of Central Florida that all staff display a positive and professional image by maintaining appropriate dress and attire. Employees are expected to be neat, clean, and well-groomed in appearance and dress appropriately in business attire for office, client and public contact. Tattoos and piercings must be appropriate and in keeping with a professional image.

PROCEDURE:

Monday through Thursday when working directly with clients:

Men:

- Neatly pressed dress shirts (long or short sleeve)
- Neatly pressed collared oxford and/or polo type shirts
- Neatly pressed dress or business casual slacks such as Khakis, Dockers, etc. – pants should be worn at the waist with belts required for court appearances
- Socks and dress or business casual shoes; athletic shoes are not permitted
- Ties are suggested for court appearances

Women:

- Neatly pressed dresses, skirts, blouses, and slacks
- Neatly pressed collared oxford and/or polo type shirts
- Neatly pressed dress or business casual pants
- Neatly pressed capris pants are permitted if calf length and dressy in nature
- Dress or business shoes/sandals; athletic shoes are not permitted

Fridays/Evenings or Weekends on call when working directly with clients:

Unless appearing in court or attending a formal meeting with other agencies, the following is also permitted on Fridays, evenings or weekends on call:

- Clean, lightly worn athletic shoes
- Jeans with no holes, stains or tears



The executive leadership team may designate casual days for special circumstances.

The following attire is not permitted while working directly with clients, including regular work week, evenings and weekends, or on call:

- Sweatpants, shorts or leggings
- Flip flops, casual sandals, crocs, house/bedroom slippers, or excessively worn athletic shoes
- Sweatshirts, undershirts, T-shirts, tank tops, midriff tops, or shoulder bearing clothing
- Baseball caps or hats
- Revealing or transparent clothing

Family Partnerships of Central Florida recognize the importance of individually held religious beliefs to persons within its workforce. FPOCF will reasonably accommodate a staff member's religious beliefs in terms of workplace attire unless the accommodation creates an undue hardship. Accommodation of religious beliefs in terms of attire may be difficult considering safety issues for staff members. Those requesting workplace attire accommodation based on religious beliefs should contact the human resources department.

Supervisor Responsibility Family Partnerships of Central Florida is confident that employees will use their best judgment regarding attire and appearance. Management reserves the right to determine appropriateness, and supervisory staff are responsible for monitoring employee's attire and appearance. Any employee who is improperly dressed will be counseled or, in severe cases, may be sent home to change clothes. Continued disregard of this policy may cause disciplinary action, which may result in termination. Employees are expected to check with their supervisor to ensure appropriate attire.

BY DIRECTION OF THE PRESIDENT AND
CHIEF EXECUTIVE OFFICER:

PHILIP J. SCARPELLI
President and Chief Executive Officer
Family Partnerships of Central Florida

APPROVAL DATE: 10/20/2025