Resolution No. 28:19/08/2026

DRESS POLICY

Human Resources
YASC POL 03 – V7

2026

YARRABAH ABORIGINAL SHIRE COUNCIL
56 Sawmill Rd Yarrabah, QLD 4871

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1. LEGISLATION AND AUTHORITY

The Local Government Act 2009 (Qld);
Local Government Regulation 2012 (Qld);
YASC Code of Conduct Policy

2. COUNCIL'S STATEMENT

Yarrabah Aboriginal Shire Council *('Council')* conducts its business with integrity, honesty and fairness. All employees are expected to work within the rules and actions of Council will comply with all relevant laws, regulations, codes and corporate standards.

Everyone representing Council must reflect the highest standards of behaviour. Our relationships are critical to the ongoing success of our organisation. Our leaders have responsibility for fostering a culture where ethical conduct is recognised, valued and applied at all levels.

This policy is to be read in conjunction with the Code of Conduct, which outlines our standards of behaviour and workplace culture are in accordance with Council's principles:-

3. PURPOSE

The purpose of this policy is to describe the standard of dress expected by Yarrabah Aboriginal Shire Council ("YASC") in the workplace. YASC requires that all staff wear a standard of dress appropriate to the circumstances and environment in which work is performed. Importantly, dress should be neither offensive nor hazardous.

4. COMMENCEMENT OF POLICY

This Policy replaces all other employee dress policies of YASC (whether written or not).

5. APPLICATION OF THE POLICY

This Policy applies to employees, agents and contractors (including temporary contractors) of YASC, collectively referred to in this Policy as 'workplace participants'.

This Policy does not form part of any employee's contract of employment. Nor does it form part of any other workplace participant's contract for service.

6. HEALTH AND SAFETY

YASC is required to remove any reasonably foreseeable risk to workplace health and safety. If YASC considers that particular clothing or jewellery constitutes a foreseeable hazard having the potential to harm health or safety, YASC may take whatever action necessary to address the situation.

Action may include directing the workplace participant to remove the particular clothing or jewellery while in the workplace. If it is not practicable to remove the particular item, YASC may direct the workplace participant to leave the workplace. A workplace participant is expected to comply with any such direction.

7. CULTURAL ACCEPTABLE ATTIRE

Costume and garments worn to comply with cultural or religious requirements are acceptable as long as they do not pose **a foreseeable hazard having the potential to harm health or safety**. If a workplace participant is uncertain about whether his/her attire is acceptable, the workplace participant should check with their manager or supervisor.

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8. UNACCEPTABLE ATTIRE

The following is a guide to attire that is unacceptable in the workplace. It is not an exhaustive list. A workplace participant that presents for work wearing unacceptable attire may be directed to go home and change before resuming work.

- Bare feet,
- thongs,
- sandals or any shoe that is not enclosed
- Bathers or Board Shorts
- Tank tops

9. JEWELLERY

Any item of jewellery that constitutes a foreseeable hazard having the potential to harm health or safety must not be worn in the workplace. In particular, rings or chains may become entangled in machinery and therefore pose a risk to workplace health and safety.

10. HAIR

Hair should be worn in a neat and tidy fashion. If directed to do so by YASC, a workplace participant must tie back long hair in a hair net or similar device.

11. BODY AND FACIAL PIERCING

Body and facial piercing is unacceptable due to the potential for harm to health or safety. Piercings may be acceptable if there is no potential for harm to health or safety at discretion of management.

12. TATTOOS

Tattoos of an offensive nature must be covered.

13. UNIFORM OR PERSONAL PROTECTIVE EQUIPMENT (PPE)

Any staff member supplied with a uniform or PPE is required to wear it whilst on duty and to take responsibility for maintenance of the uniform / PPE.

14. CASUAL DAYS

When a 'casual' day is held, it is expected that employees will dress in 'smart casual' clothing and adhere to all the other expectations and conditions contained within this policy.

If it is found that workplace participants are abusing the privilege of 'casual' days then management may, at their discretion, decide to withhold the privilege.

15. BREACH OF THIS POLICY

Any deliberate breaches of this policy may result in disciplinary action being taken against the employee.

16. VARIATIONS

YASC *reserves the right to vary, replace or terminate this policy from time to time.*

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17. DOCUMENT CONTROL

Amended Date:	30 January 2020	Resolution No. 03:30/01/2020	Version No. 2
Amended Date:	17 February 2021	Resolution No. 05:17/02/2021	Version No. 3
Amended Date:	18 May 2022	Resolution No: 09:18/05/2022	Version No. 4
Amended Date:	29 June 2023	Resolution No: 11:29/06/2023	Version No. 5
Reviewed Date:	26 July 2024	Resolution No: 12:26/07/2024	Version No. 6
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Next Review Date:	2027		
Responsible Officer:	Chief Executive Officer (CEO)		

Richard Wright
Chief Executive Officer (CEO

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