

Appearance and dress codes



Alberta Human Rights
and Citizenship Commission

INFORMATION SHEET


Employers' rights

In Alberta, employers have the right to establish the appearance, grooming and dress standards believed necessary for the safe or effective conduct of a business.

The Alberta Human Rights and Citizenship Commission recommends that employers review their practices to ensure their standards are not discriminatory.

- Appearance or grooming standards or dress codes should be reasonable, not arbitrary, and in keeping with the dress standards of the community.
- Standards or codes should not be used to exclude an individual from employment or to treat adversely an employee on any of the grounds of discrimination as set out in the *Human Rights, Citizenship and Multiculturalism Act*.

Appearance and grooming

An employer can set reasonable appearance and grooming standards to meet such things as aesthetics, health and safety, unless these standards interfere with an employee's religious practice or physical well-being. In such cases the employer must consider accommodating the employee (see Information Sheet titled *Employment: Duty to accommodate*). 

Contact the Commission

For more information, please contact the **Alberta Human Rights and Citizenship Commission**. We are 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.

Northern Regional Office

800 Standard Life Centre
10405 Jasper Avenue
Edmonton, Alberta T5J 4R7
(780) 427-7661 Confidential Inquiry Line
(780) 427-6013 Fax

Southern Regional Office

Suite 310, 525 – 11 Avenue SW
Calgary, Alberta T2R 0C9
(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. For province-wide free access from a cellular phone, enter *310 (for Rogers-AT&T) or #310 (for Telus).

TTY service for persons who are deaf or hard of hearing

(780) 427-1597 Edmonton
(403) 297-5639 Calgary
1-800-232-7215 Toll-free within Alberta

E-mail humanrights@gov.ab.ca

Web site www.albertahumanrights.ab.ca

Please note: A complaint must be made to the Alberta Human Rights and Citizenship Commission within one year after the alleged incident.

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