



The Heat is on... AND your employees are taking off their clothes

DRESS CODE POLICIES

Have you recently reviewed the Company's Dress Code Policy? If not, **NOW** is the time to review the policy to ensure that the policy clearly communicates what is acceptable and not acceptable for employees to wear. AND if there are policy violations, what the consequences will be. Such as, employee will be sent home asked to change.

Some guidelines that [McCloskey Partners, LLC](http://www.mccloskeypartners.com/) recommends be included in Dress Code Policies are:

- Determine if shorts are acceptable – (No gym shorts and be sure to communicate no daisy dukes!)
- No skirts above the knee or exposed midriffs, halter tops or tank tops
- Jeans are acceptable (every day or only on dress down or “jeans” days?) - no holes, tears or fading, and no cut-off jeans. Jeans should not be too tight.
- No yoga pants, sweat pants, or leggings (this includes jeggings)
- Sandals are acceptable as long as they do not have a thong between toes. Rubber “flip-flops” are not permissible.
- Are non-offensive tattoos and piercings permissible? Or do they need to be covered at all times?
- No provocative, tight, low neck lines, revealing clothes, or clothes with offensive written statements, jokes, pictures, or messages

SUMMER BENEFITS

Helping your employees *Beat the Heat* and still remain productive

We are getting ready to head into what is often termed the “most unproductive time of the year.” Yes, you guessed it... vacation season, I want to leave early because its nice out season, I would rather be on the golf course or the beach or anywhere but staring at the walls of my cubicle season.

If you are like many employers, you are being proactive and trying to come up with ways to keep your employees engaged and productive but also give them some space and autonomy to have flexible work schedules over the next few months.

McCloskey Partners is recommending Summer Benefits such as:

- Short weeks; 4-day work week
- Allowing employees to work remote one day a week (Companies without formalized “working remote options” may find it difficult to compete for top talent because [McCloskey Partners, LLC](#) is finding that one of the links to positive job satisfaction is an employees’ access to flexible work options.
- Close the office half day a few days between the Memorial Holiday and Labor Day
- Close the office half day every Friday
- Have Lunch delivered and paid for by company
- Water Ice / Ice Cream delivered to employees and paid for by the company
- Offer convenience services such as Concierge services to be available to employees at a discounted rate

Need your Dress Code policy reviewed, contact [McCloskey Partners, LLC](#) or if your current Summer Benefits policy needs an overhaul to ensure you are competitive, contact us at 215-716-3035 x 0 to set up a consultation.

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