DRESS CODES EXPLAINED

Understanding what different dress codes mean and how to show up as your authentic self.

CASUAL

- Shirts without collars, nice t-shirts, blouses, vests, sweaters, and sweatshirts are all appropriate top options. Avoid tank tops, graphics/logos, and plunging necklines.
- Jeans are acceptable. However, it is generally a good idea to avoid denim that is excessively ripped, tattered, or frayed.
- There are a wide variety of shoe options acceptable in a casual dress code, including sneakers & open-toe heels or sandals. Do not wear flip flops.
- Even in a casual environment, clothing that you would wear to go exercising, lounging at home, sitting around the pool, or going to a dance club isn't suitable.

BUSINESS / SMART CASUAL

- Shirts without collars, blouses, vests, sweaters, and turtlenecks are appropriate top options. Blazers, sports jackets, and ties can also be appropriate.
- Khakis, corduroys, dress pants, and skirts are all acceptable. If you wear a dress, try to ensure the hemline hits below the knees.
- Jeans, when paired with items like blazers and dress shoes, are also appropriate in some circumstances. Avoid shorts.
- Shoes should be dress, boots, flats, loafers, oxfords, or closed-toe heels. You should avoid sneakers and flip flops.

BUSINESS PROFESSIONAL

- Formal suits, ties, and collared button-up shirts or blouses are traditional items for business professional codes.
- You can also wear skirt suits and dresses. Ensure the hemline hits below the knees.
- Jeans, t-shirts, sneakers, and flip flops are not acceptable in business professional dress codes.
- Shoes should be dress, boots, flats, loafers, oxfords, or closed-toe heels.
- A briefcase or tote bag with a padfolio are accessories you should consider bringing, especially for interviewing or networking scenarios.

GENDER CONSIDERATIONS

- Many dress codes are written in the gender binary and outline different clothing options for men and women. We recommend you select pieces that align with the code's parameters that allow you to confidently reflect your authentic gender identity.
- Some universal dress code considerations, regardless of gender presentation, include:
  - Generally wear natural makeup; ensure your hair is neat
  - Jewel tones that complement your complexion paired with neutrals are good options for the clothing's color scheme; be careful not to mix patterns
  - Avoid wrinkles and stains on your clothing
  - When in doubt about the dress code, elect to dress up instead of dressing down

CULTURAL CONSIDERATIONS

- In today's workplace, dress codes can often overlook the importance of honoring and celebrating a diverse and inclusive environment. As a result, practices including cultural dress (ex. Sari), religious dress (ex. hijab), head wraps, hairstyles, tattoos, and piercings are sometimes excluded from general dress code guidelines in US corporate culture.
- At Katz, we encourage you to dress in a manner that presents your identity in a genuine way. If you have any particular questions about wardrobe considerations, you can reach out to HR at a company of interest or connect with your career advisor to strategize outfits that allow you to be yourself.