Virginia Department of Corrections

Operating Procedure 105.3

Non-uniformed Employee Dress Code

Authority: Directive 105, Employee Uniforms and Identification Cards

Effective Date: January 1, 2020

Amended: Operating Procedure 105.3, March 1, 2018
Headquarters LOP 105.A, October 1, 2017

Access: Public  Restricted

Incarcerated Offender

ACA/PREA Standards: None

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Director of Human Resources

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REVIEW
The Content Owner will review this operating procedure annually and re-write it no later than three years after the effective date.

COMPLIANCE
This operating procedure applies to all units operated by the Virginia Department of Corrections. Practices and procedures must comply with applicable State and Federal laws and regulations, ACA standards, PREA standards, and DOC directives and operating procedures.
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DEFINITIONS

Employee - A person who is paid by the Department of Corrections on an hourly, salaried, or contractual basis, or who is paid by another state agency or outside vendor for working in a position within DOC or in a position that supervises offenders.

Intern - An individual who is undergoing supervised practical training and is serving an internship to advance their area of study without compensation from the DOC; interns receiving compensation from the DOC are considered employees and will be managed in accordance with their employment status.

Official Visitor - A visitor who may be an employee of another agency or another DOC facility or unit, a private vendor, or an individual who is present for a purpose other than offender visitation.

Organizational Unit Head - The person occupying the highest position in a DOC unit, such as a correctional facility, regional office, probation and parole office, Virginia Correctional Enterprises (VCE), Academy for Staff Development, Corrections Construction Unit, Agribusiness Unit, and individual headquarters unit e.g., Human Resources, Offender Management, Internal Audit.

Program Visitor - A citizen volunteer who provides a one-time, on call, or single task voluntary service.

Volunteer - Any citizen of the community who, of their own free will, provides goods or services to the DOC without any financial gain.
PURPOSE
This operating procedure provides guidelines to assist non-uniformed staff in presenting a professional appearance in support of the Department’s Vision, Mission, and Values while representing the Department of Corrections.

PROCEDURE
I. Positive Impressions
   A. Each employee, intern, and volunteer is a representative of the Department of Corrections (DOC).
   B. Whether it is daily interactions with co-workers or representing the DOC to the public, a professional demeanor and appearance are the expectation.

II. Applicability
   A. This operating procedure applies to all non-uniformed employees, interns, and volunteers representing the Department of Corrections at the DOC Headquarters, the Academy for Staff Development, a Regional Office, Facility, Probation and Parole Office, or representing the DOC to other agencies or the public.
   B. Staff who are issued a uniform must comply with Operating Procedure 105.1, Employee Uniforms.
   C. Operating Procedure 851.1, Visiting Privileges, governs offender visitor attire.
   D. At the discretion of the Organizational Unit Head or designee (generally Assistant Unit Head, Administrative Duty Officer, or Shift Commander), waivers to the requirements of this operating procedure may be granted to official visitors, program visitors, contractors, vendors, and others who will not have unescorted contact with offenders.
   E. Employees and interns who are scheduled to attend meetings or events with persons from outside the DOC are required to dress in business attire commensurate with the occasion.

III. Compliance
   A. Compliance with these requirements is expected at all times an employee, intern, or volunteer is representing the DOC or participating in any DOC related activity.
   B. Supervisors have discretion to occasionally relax the dress code for training, special work assignments, special occasions, fund raising events, and for personnel who work during weekends, holidays, and after normal business hours with no public contact.
   C. Supervisors are accountable to ensure employee, volunteer, and intern compliance with these expectations.

IV. Minimum expectations for employee, intern, and volunteer appearance:
   A. Employees, interns, and volunteers are expected to be neat, clean, and dressed appropriately for the work setting.
   B. The following indicate unacceptable appearance:
      1. Frayed, torn, ragged, soiled, or wrinkled clothing
      2. Clothing that displays anything of an obscene or offensive nature
      3. See-through, revealing, low-cut, or gaping clothing that reveals breasts, midriff, stomach, back, or undergarments
      4. T-shirts, tank tops, halter tops, spaghetti straps (unless worn with a sweater or jacket), and midriff tops
      5. Backless dresses, strapless dresses, and spaghetti-strapped dresses (unless worn with a sweater or
Operating Procedure 105.3, *Non-uniformed Employee Dress Code*

Effective Date: January 1, 2020

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<td>V. Secure Facilities</td>
<td>6. Blue denim clothing or any clothing/attire similar to approved offender wear 7. Any type of shorts, such as cut-off shorts, Bermuda shorts, and short shorts 8. Sweat shirts, sweat pants, workout clothes, pajamas, and lounge wear 9. Leggings unless covered by clothing that would be acceptable if the leggings were not being worn 10. Camouflage clothing 11. Bedroom slippers and flip-flops</td>
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VI. Probation and Parole Districts

A. Staff in a Probation and Parole Office are expected to comply with this operating procedure. B. Appropriate business attire is required for Court appearances and other professional settings. C. While making field visits, P&P staff should wear appropriate business casual attire such as denim (including blue), khaki-style, or cargo/BDU style pants that are not stained, frayed, torn, ragged, soiled, nor excessively tight. D. Blue jeans may be worn in the P&P Office only as incidental to departure for or return from field visits.

REFERENCES

Operating Procedure 105.1, *Employee Uniforms*
Operating Procedure 445.1, *Employee, Visitor, and Offender Searches*
Operating Procedure 851.1, *Visiting Privileges*

ATTACHMENTS

None

FORM CITATIONS

None