

Personal Appearance

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image Angel Fire Resort presents to customers and visitors. Please keep in mind that employees that work in highly visible positions are recognizable both on and off the clock.

During business hours or when representing Angel Fire Resort, you are expected to present a clean, neat, and tasteful appearance. You should dress and groom yourself according to the following basic requirements:

- Maintain a high level of personal hygiene.
- Be neat and clean each time you report to work.
- HAIR: Hair must be neat and clean and of a natural hair color.
 - For men: a clean shave or neatly kept mustaches, beards, or sideburns.
- TATTOOS: Every effort must be made to cover visible tattoos. A limited number of tattoo covers are available for purchase at cost through payroll deduction. See HR.
- JEWELRY: Jewelry should not be worn when it might present a hazard to you.
 - Ear piercing that is subtle and appropriate is allowed. Gauges limited to dime size or smaller.
 - Permissible facial piercing while at work is limited to one conservative nose stud on the side of the nostril. All other facial jewelry or any visible body piercing such as nose rings, eyebrow, lip, chin or tongue piercings, etc. is not allowed.
- Finger nails must be of reasonable length and clean.
- Footwear must be appropriate to the terrain and environment of your work station. No beach or shower flip-flops permitted.
- Uniforms must be kept clean and in good repair at all times.
- Only hats with the Angel Fire logo, partner brands approved by your manager, or hats without a logo may be worn. Hats must be worn as intended.
- Clothing is to be worn as intended (no “sagging” / pants slung below the waist, no shirts inside out or backwards, etc.).
- Clothing must be appropriately conservative in hemline and neckline for body type.
- Many departments allow blue jeans. They must, however, be professional in fit and style.

You are not permitted to wear:

- Ripped or torn clothing, even if it is part of the style/design.
- Excessively oversized or undersized clothing. Shorts must be mid-thigh length or longer.
- Beach or shower flip-flops.
- Soiled clothing.
- Clothing or body markings with inappropriate symbols, language, or reference to illegal items or actions.

Your supervisor or department head may set higher or more specific personal appearance requirements. If your supervisor feels your personal appearance is inappropriate, you may be asked to leave the workplace until you are properly dressed or groomed. Under such circumstance, you will not be compensated for the time away from work. Consult your supervisor if you have questions as to what constitutes appropriate appearance. Nothing in this section shall prevent anyone from free expression of ethnic or religious beliefs.

Uniforms

Employee may be expected to wear a uniform that is specific to their department and job duties. Uniforms that are issued to employees are property of Angel Fire Resort and it is the employee’s responsibility to keep their uniform clean and in good repair at all times and to wear their uniform while on duty. Uniforms are to be worn as intended. Name tags are considered part of the uniform and all employees are required to wear their name tags while on duty where practical and as required by management. Employees may not wear their uniforms while off duty; failure to adhere to this policy may result in disciplinary action up to and including termination.