

## New Guidance on Dress Codes and Sex Discrimination

The UK Governments' Equalities Office has published new guidance on Dress Codes and Sex Discrimination. It reminds employers that dress policies for men and women do not have to be identical, but standards imposed should be equivalent. Any gender specific requirements such as high heels, make up or the need to have manicured nails, is likely to be unlawful.

Furthermore, it warns against the requirement for both men and women to dress provocatively as, whilst this might not be direct sex discrimination, it could raise the risk of harassment.

The guidance document can be found at  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/708139/dress-code-guidance-may2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/708139/dress-code-guidance-may2018.pdf)