

EXHIBIT B

APPEARANCE AND ATTIRE

Stark Parks strives to present itself in a manner acceptable to the public it serves and recognizes that it is not practical to establish an absolute attire and appearance code. Dress for your day practice allows for non-uniformed employees' discretion to select appropriate dress for the business of each workday. Employees are allowed to wear casual dress on workdays when they do not have meetings with members, vendors or other outside third parties. When involved in any such meetings, employees are expected to wear business casual attire. While dress for your day is intended to be relaxed, the expectation is that employees will nevertheless wear clothing appropriate for an office environment. Traditional business attire is always acceptable. On occasion, if visitors are expected, all staff may be required to forgo dress for your day and will be required to wear business casual or business attire. These days will be announced well in advance so employees can plan accordingly. Dress for your day clothing and appearance must:

- Be neat, clean and professional
- Not expose an excessive amount of skin

The following list outlines items that are not appropriate attire for employees of the Park District and is in no way meant to be an exhaustive list.

1. Exercise attire such as sweatpants and sweatshirts
2. Spandex type attire such as leggings, jeggings, and yoga pants (unless worn with appropriate length skirt, dress or pants)
3. Any attire branded with entities not associated with the Stark County Park District
4. Beachwear attire
5. Shoe wear without a back support such as slippers, flip flops, rubber/cloth sandals
6. Sleepwear attire such as pajamas, slippers, etc.
7. All head dress (excluding reasonably accommodated religious head dress and appropriate Stark Parks affiliated logo caps and hats for appropriate staff and worn as part of a job requirement)
8. All attire should fit in a manner that it does not expose undergarments or unnecessary body parts (i.e. midriff, etc.)

The following list outlines items that are appropriate attire for employees of the Park District and is in no way meant to be an exhaustive list

1. Stark Parks provided t-shirts and polos are acceptable and must be worn by non-uniformed staff to all outreach and public events to identify team members to the public.
2. Park Provided polos are mandatory for outreach events (non-Stark Parks) and meetings that are business casual if appropriate
3. Jeans may be worn provided they are free of holes and tears and do not have missing hems or excessive markings
4. Khaki or non-jean shorts may be considered acceptable attire providing that they are no shorter than knee length (and worn as appropriate for each position and in consideration with safety factors)
5. If a team member is expected to spend a period amount to time in the public, Stark Parks provided nametag should be worn.