POLICY

Disability Support Worker Dress Code Policy

Clothing and presentation standards that keep workers and participants safe.

APPLIES TO
All Axis Supports disability support workers (employees and contractors), ACT and NSW

DOCUMENT TYPE
Policy

VERSION	EFFECTIVE	NEXT REVIEW
2.0	October 2026	October 2027

1 Purpose

This policy sets out what disability support workers should wear on shift. It supports the safety, comfort and dignity of workers and participants, and a professional appearance.

2 Dress code

All disability support workers must follow these standards on every shift:

a. **Footwear.** Wear closed-toe shoes with a non-slip sole. Thongs (flip-flops) and open shoes are not allowed for safety reasons.

b. **Clothing fit.** Avoid loose-fitting clothing that can easily be grabbed, as this is a safety risk. Clothing should be clean, comfortable and modest, and allow you to move easily.

c. **Logos and messages.** Clothing with offensive or inappropriate logos, images or messages is not allowed.

d. **Nails.** Long or artificial nails are not allowed, as they can injure you or the participant and can carry infection. Keep nails short, clean and well maintained.

e. **Jewellery.** Hoop earrings and dangling jewellery are not allowed, to reduce the risk of injury. Keep jewellery minimal.

f. **Hair.** Tie long hair back securely so it cannot be grabbed. Keep a neat and tidy appearance.

g. **Clothing length.** Wear clothing of an appropriate length. Avoid low-cut tops, very short skirts and shorts, to keep a professional and respectful appearance.

h. **Weather.** Dress for the weather. Wear layers in colder months and breathable clothing in warmer weather. Bring a hat and sunscreen for outdoor activities.

i. **Personal protective equipment (PPE).** Wear PPE, such as gloves, when the participant's support plan, a risk assessment or infection control requires it.

j. **Hygiene.** Be clean and well presented. Avoid strong perfume or aftershave, as some participants are sensitive to smells.

k. **Cultural and religious dress.** Cultural and religious dress is welcome as long as it is safe for the support you provide. Talk to your supervisor if you need help finding a safe option.

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3 Compliance

All disability support workers must follow this policy. Not following it may lead to disciplinary action, up to and including termination of employment or engagement.

4 Questions

Raise any questions or concerns about the dress code with your supervisor or the office on 1300 696 888.

5 Implementation

This policy applies from its effective date. All disability support workers are responsible for reading and following it. By following it, you help keep a safe and professional environment for yourself and the participants you support.

Document control

Document type	Policy
Version	2.0
Effective date	October 2026
Next review	October 2027
Document owner	Director
Approved by	Director
Related documents	Staff Handbook; Work Health and Safety Policy
Legislation and standards	NDIS Code of Conduct; Work Health and Safety Act 2011 (ACT); Work Health and Safety Act 2011 (NSW)
Version history	v1.0 (February 2024) original issue. v2.0 (October 2026) full review: PPE, hygiene and cultural dress added, both office addresses, Axis Supports branding.

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