

SECTION: Legislation

Effective date: February 25, 2005

SUBJECT: SERVICES/EMPLOYMENT: DRESS CODES

---

This policy is intended to assist in the understanding and application of *The Human Rights Code* (“*The Code*”). Where there is any conflict between this policy and *The Code*, *The Code* prevails.

The Manitoba Human Rights Commission does not have authority with respect to dress codes, unless there is an allegation that the existence and/or application of the dress code discriminates in a protected activity on the basis of a protected characteristic, as set out in s.9.

For example, for the purpose of accepting complaints under *The Code* involving dress codes, allegations that the existence of a dress code discriminates in employment or services on the basis of a protected characteristic, such as sex, ancestry, disability, gender, religion or source of income, falls within the jurisdiction of the Manitoba Human Rights Commission.

(See also Policy #L-13 “Services: Bona Fide and Reasonable Cause”.)

APPROVED BY:

*Original Signed By*

“Janet Baldwin”

\_\_\_\_\_  
Chairperson

9 March 2005

\_\_\_\_\_  
Date