

Above and Beyond RBT Dress Code

Below is the dress code as written in the Above and Beyond NE Employee Handbook.

5.13 Dress and Appearance

The Company employees should appear neat, clean, and professional while at the Company's offices, facility, or client's home, or while traveling on Company business. Although the Company wishes employees to feel comfortable at work, revealing or unclean clothing should not be worn. Employees in certain positions may be issued uniforms or other similar work specific clothing, which the employee must keep neat and clean. If you believe you require a reasonable accommodation as to dress appearance, please see the Human Resource Director.

In addition to the above, please be aware of the following:

We are working with clients from age 2-21 and all the human development that comes with those ages. Please remember that we are representing the integrity of our company and the ABA field when working with our clients.

We know that working with our clients requires the need to move around quickly and exert physical activity. While our dress code is designed to be casual and provide comfort to the employee, below are some appropriate vs. inappropriate clothing options when attending a session:

Acceptable Clothing Options

- Pants (slacks, jeans, joggers, leggings)
- Shorts (no shorter than mid-thigh)
- Dresses/Skirts (loose fitting, no shorter than just above the knee)
- Shirts (t-shirts, polos, button downs)
- Tanks (with at least a 2-inch straps)
- Jackets, sweatshirts, zip ups, etc. (with appropriate tops underneath)
- Scrubs
- Close toed shoes, sandals, professional footwear

Unacceptable Clothing Options

- Indecent exposure of any kind (spaghetti straps, see through tops, mid-drift exposure, low-cut tops, large rips in jeans, shorter shorts/dresses/skirts, etc.)
- Inappropriate content of any kind
- Basketball shorts, sweatpants, pajamas
- Flip-flops

Please also be aware of the setting in which you are providing services. Clothing that may be appropriate in home (ie. shorts, appropriate tanks) when we know the family and they can observe our professionalism, may not be appropriate in the school setting. If you are providing services in the school setting, please avoid wearing shorts, leggings without appropriate coverage, or tanks.

Remember that we need to represent ourselves as professionals when interacting with clients and adults that impact their treatment.