

If your everyday attire doesn't align with traditional gender norms, your workplace clothing shouldn't have to either. In today's world, no position should require you to dress in a way that makes you uncomfortable.

Gender-neutral (non-binary, androgynous, unisex) clothing is appropriate for anyone, regardless of their gender identity. Whether you are a woman avoiding overtly feminine apparel, a man preferring a more gender-neutral look, or a gender non-conforming or transgender person, you should be able to dress professionally without issue.

For instance, a button-down shirt is suitable for anyone in the workplace and can be paired with slacks, a blazer, or a tie for a professional appearance. Basic slacks or pants can be dressed up or down depending on the office environment, and you can pair them with various tops, shoes, and accessories to create a more personalized look.

## **BOTH AUTHENTIC AND PROFESSIONAL**

Gender-neutral (or gender-free) clothing avoids traditionally hyper-masculine or hyper-feminine elements. Many non-binary clothing options exist for all forms of business attire, from casual to formal, so you don't have to sacrifice your individuality to find clothing that makes you feel comfortable and professional.

Unless there is an industry standard or pre-established dress code, opt for either business casual or more professional attire for your first day on the job. Observe how other employees dress and adjust your level of professional dress accordingly. If you are unsure, you can also consult the human resources department for advice.

If you've never felt comfortable in a dress, choose a pantsuit. If sport jackets aren't your style, a vest might suit you better. If a blazer isn't for you, try a sweater or cardigan. In most work settings, there's room for personalization and individual expression. You can usually add your unique flair to a standard style.

Confidence is key in a job, which can be difficult when you are uncomfortable in your clothing, so stay true to who you are. Wear clothing that highlights your personality and allows you to be yourself.

## **APPROPRIATE ATTIRE**

What you wear to a job interview and what you wear to work every day are typically different. Interview attire tends to be more formal and understated. The focus is on making a good first impression. A suit (or a variation of it) is almost always the best choice for an interview.

Everyday workwear can be described as business casual, smart casual, or office appropriate. In some cases, the employer may have a dress code that affects what you wear to work. Some workplaces are more traditional and rigid about attire, while others are more progressive and flexible. Finding the right look is a balance between reflecting your personal identity and complying with the company's expectations.

Candidates should choose occupations and/or employers whose values, style, and culture match their own. Adapting to a dress code that conflicts with your comfort and authenticity is not conducive to either your productivity or satisfaction.

## **GENDER INCLUSIVE BRANDS**

There are fashion designers who specialize in clothing styles that are gender-neutral, unisex, androgynous, and non-binary.

Haute Butch  
VEEA  
Kirrin Finch  
Dang Sthlm  
Peau De Loup  
One DNA

Wildfang  
Riley Studio  
Gender-Free World  
Big Bud Press  
Topman



# DRESS CODE POLICIES

Employers have a right to establish reasonable guidelines for employee dress and grooming during work hours if they serve a legitimate business purpose, such as maintaining a brand or job-specific image, ensuring safety, and enhancing visibility (e.g., requiring employees to wear uniforms so they are easily recognizable to the public). Any employer dress code is generally expected to avoid gender stereotypes and be enforced consistently.

Dress comfortably for work, but avoid anything that might be distracting or offensive. Your clothing choices should demonstrate good judgment, common sense, and professionalism.

## ***What does it mean to dress androgynous?***

Dressing according to your preference and body, rather than adhering to society's traditional ideas of gender. It permits people to express their gender identity in non-binary or more gender-fluid ways.

## ***What makes an outfit androgynous?***

Mixed-gender clothing and accessories that express non-binary gender identity and avoid creating visual distinctions between masculine and feminine physical characteristics.



## TIPS & ADVICE

For employees intentionally avoiding clothing associated with a specific gender, there are plenty of options. The most androgynous looks downplay sexual or gender connotations and de-emphasize body type, creating a more unisex style.

Suits, sport jackets, blazers, and vests tend to be genderless. Many shirt styles are unisex, and tailored dress trousers are fairly universal. Even ties and suspenders have become more androgynous. Khakis and polo shirts are a classic option for a business casual look in an office setting.

Jeans and leggings are generally frowned upon; however, there are some occasions when they may be acceptable. Check on the appropriateness of jeans and leggings in your work setting.

Tee-shirts, especially graphic tees, are universally unsuitable as professional attire. Similarly, any clothing with ideological messages or symbols should be avoided.

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## LOOKING GOOD

Regardless of whether you present as masculine, feminine, or neutral, a professional appearance is mandatory. Avoid styles, patterns, and designs that are too flamboyant, playful, sporty, or cute. Work clothes should be clean, in good condition, and free of wrinkles, holes, lint, pilling, and excessive fading. They should fit properly and not be too tight or too baggy.

If you are unsure about colors, neutral options like black, taupe, beige, brown, navy, and gray are safe choices. Red and white make excellent accent colors.

Avoid shorts, tank tops, tee-shirts, workout clothing, sweatpants, and yoga pants. Jeans are almost always inappropriate.

Make sure you comply with the organization's culture regarding piercings and visible tattoos.

Avoid accessories that are too flashy or distracting. The rule of thumb for lapel pins, buttons, and ribbons is subtlety. Jewelry should be minimal. Opt for subtle makeup, and keep nail polish and treatments lowkey.

Your footwear should typically consist of dress shoes, such as oxfords, loafers, heels, or flats. Some casual styles, like certain types of tennis shoes, may be acceptable. However, flip-flops and similar casual footwear are not appropriate.

