

### **Ivey Student Attire Statement**

Over the years, attire for business school recruiting activities has aligned with deep-rooted social norms and heteronormative euro-centric expectations around how clothing and physical presence demonstrates one's professionalism and competence.

Ivey encourages all students to present themselves in a way that is authentic to who they are, valuing confidence, pride, and comfort. We discourage the notion that what they wear determines their level of professionalism. Instead, we prioritize acceptance, understanding, and a welcoming environment.

For any recruiting activity Ivey students participate in, they are encouraged **not to**:

- Omit certain clothing colours, patterns, or fabrics
- Conform to gender-based dress attire norms
- Adhere to current trends in fashion
- Remove or re-style any religious symbols or headwear, or adapt religious dress attire
- Change hair colour, texture, and/or style
- Remove piercings and/or cover tattoos

We know that Ivey employers support inclusive work environments that celebrate individuality. By acknowledging that dress attire is not a definitive measure of one's capabilities, employers proactively promote a culture of acceptance, respect, and equal opportunities for all employees.