

Attire Item	Tier 1 Casual	Tier 2 Smart Casual	Tier 3 Business Casual	Tier 4 Business Formal
Sports jerseys and uniforms with sleeves	✓	✓	✗	✗
Sleeveless sports jerseys and uniforms	✓	✗	✗	✗
Tailored/Dress shorts	✓	✓	✓	✓
Denim	✓	✓ (non-distressed)	Management discretion	✗
Tank tops / muscle shirts	✓	✗	✗	✗
Athletic wear	✓	✗	✗	✗
Sneakers	✓	✓	✓ (clean & presentable)	✗
Fashion sandals	✓	✓	Limited	✗
Flip-flops	✓	✗	✗	✗
Athletic slides / shower sandals	✓	✗	✗	✗
Bare feet	✗	✗	✗	✗
Swimwear	✗	✗	✗	✗