

**From:** [Fox, Susan](#)  
**To:** [Everts, Todd](#)  
**Subject:** Dress Code information  
**Date:** Tuesday, March 16, 2021 9:18:51 AM  
**Attachments:** [house dress code12042014085053.pdf](#)  
[Fwd dress code.msg](#)

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Hi Todd,

1. Please find attached the only dress code that I am aware of for the Legislature. The last time it was raised was in 2015, and caused a lot of controversy. I have attached a link to the New York Times article from that time, also included Rep. Eck's response as House MInority Leader and a blurb from From the NCSL website, Stateline | February 2015, 2/1/2015, STATE LEGISLATURES MAGAZINE: "Don't Mess With The Dress" Montana House Republican leaders issued a dress code in December that declared "formal business attire" the new law of the land. It went over like sable swag bags at a PETA convention. The one-page document banned denim, fleece, flip-flops, open-toed sandals and leggings and instructed women to "be sensitive to skirt lengths and necklines." House Minority Whip Jenny Eck, a Democrat, couldn't resist a bit of sarcasm. "Women can be trusted to get up in the morning and dress appropriately," she told the Billings Gazette. Republican leaders conferred with Democrats and reduced the code to one sentence that asks lawmakers to "dress in professional business attire." It may provide some areas of consideration if the House develops a dress code.
2. There is no formal dress code in the Employee Administrative Manual with the expectation that staff dress professionally, especially when attending committee or on the floor. Any dress code concerns are handling individually by the supervisor.
3. In the Media Guidelines for the Montana Legislature, the policy is: Individuals conducting business on the Chamber floors should dress in professional attire. Torn, dirty, or overly revealing clothing is highly discouraged. Blue jeans are considered unacceptable attire on the chamber floors.
4. The final resource that would be directed at legislative staff is the NCSL: A Guide for Writing a State Legislative Personnel Manual (2020) regarding developing policies for personal attire and dress codes: <https://www.ncsl.org/research/about-state-legislatures/2020-a-guide-for-writing-a-state-legislative-personnel-manual.aspx> (see Workplace Conduct: Personal Appearance and Dress Code).

Please let me know if you need additional information.

Susan

Susan Byorth Fox  
Exec Dir, Legislative Services  
(406) 444-3066  
sfox@mt.gov

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**From:** Fox, Susan <sfox@mt.gov>

**Sent:** Wednesday, March 3, 2021 11:49 AM

**To:** Fox, Susan <sfox@mt.gov>

**Subject:** NYTimes.com: Montana Dress Code Has Female Legislators Sporting New Look: Clenched Jaws

From The New York Times:

Montana Dress Code Has Female Legislators Sporting New Look: Clenched Jaws

New guidelines, including a maxim that women “should be sensitive to skirt lengths and necklines,” have produced a rolling of eyes and anger among Democratic representatives.

<https://www.nytimes.com/2014/12/14/us/politics/montana-dress-code-has-female-legislators-sporting-new-look-clenched-jaws.html?smid=em-share>