Since Disneyland® Park opened in 1955, our Guests have treasured the elements that set our Disney theme parks and resorts apart – the cleanest venues, the friendliest Cast Members and the most exceptional show. A big part of that show is you, with your quick smile, your eagerness to help, and your willingness to maintain the Disney Look that our Guests have come to associate with our very special brand.

As a Cast Member at the Disneyland® Resort, the Walt Disney World® Resort or Disney Vacation Club property, you are a personal representation of the Disney tradition of excellence. Our themed costumed Cast Members are a critical part of enhancing the experience of our Disney show, and our non-costumed Cast Members also play an important role as representatives of the Disney brand. Regardless of your role, when you take pride in your appearance, you become a role model for those around you, and you convey the attitude of excellence that has become synonymous with the Disney name. The Disney Look in conjunction with The Four Keys Basics – Safety, Courtesy, Show and Efficiency ensure Walt Disney’s vision for a great Guest experience.

The Disney Look is clean, natural, polished and approachable. It is designed with our costumed and non-costumed Cast Members in mind.

The following guidelines have been developed to establish consistency and to maintain the quality and integrity of the Disney brand. As you read this handbook, remember that you are the key to keeping our heritage alive and creating an unparalleled experience for our Guests each and every day.
# Table of Contents

**Introduction**  
1

**Good Judgment and Stage Presence**  
3

**Guidelines for All Cast Members**  
4
Company Identification Cards, Nametags, Pins and Buttons, Body Modification or Alteration, Eyewear, Headwear, Personal Electronic Devices, Personal Hygiene, Personal Protective Equipment, Undergarments

**Medical and Religious Accommodations**  
8

**Females**

**All Female Cast Members**  
9
Fingernails, Hairstyling, Hair Coloring, Makeup

**Costumed Females**  
10
Costumes, Entertainers, Footwear, Hair Accessories, Jewelry

**Non-Costumed Females**  
13
Professional Attire, Clothing Lengths, Fabrics and Patterns, Footwear, Hair Accessories, Headwear, Jewelry

**Males**

**All Male Cast Members**  
16
Facial Hair, Fingernails, Hairstyling and Sideburns, Hair Coloring

**Costumed Males**  
19
Costumes, Entertainers, Footwear, Jewelry

**Non-Costumed Males**  
21
Professional Attire, Fabrics and Patterns, Footwear, Headwear, Jewelry

**Discipline Policy**  
23

**Quick Search**  
24
The Disney Look appearance guidelines present a standard to be upheld by all Cast Members to ensure the best show to our Guests. The expected behavior of each Cast Member is to be courteous, conscientious and exhibit good judgment at all times to benefit the organization, fellow Cast Members, and Guests. Keep in mind that anything that could be considered distracting or not in the best interest of our Disney show will not be permitted.

No matter where you work or what your role is, anytime you are in a public area, you are onstage. Your attitude and performance are direct reflections on the quality of our Disney show. Often, it’s the seemingly little things that detract from our Guests’ enjoyment – chewing gum, having poor posture, using a cell phone or frowning. Of course, smoking and eating onstage are also strictly prohibited. All of this adds up to one of the most important aspects of your role in our show: good stage presence.
COMPANY IDENTIFICATION CARDS
To help ensure the safety and security of our Guests and Cast Members, all Cast Members are required to follow the policy below regarding company ID cards.

Costumed Cast: Cast Members in costume must have their company ID with them at all times. Your role and costume will dictate the location of your ID and how it should be worn.

Non-costumed Cast: Cast Members who are not wearing a costume are required to visibly wear their company photo ID card in backstage areas at all times. Non-costumed Cast Members are not required to wear their company ID while onstage but may choose to do so for convenience. Your company ID may be worn on a pin-trading lanyard or conservative-style solid black lanyard that is free from words or logos. Black lanyards that have a cloisonné Character attachment are also permitted. As a reminder, nametags, buttons, etc. are not permitted on the lanyard.

Photo ID Requirement: Cast Members with a company ID card that does not include a photo must be prepared to show secondary photo identification (driver’s license, state identification card, etc.) in conjunction with their company ID card.
NAMETAGS, PINS AND BUTTONS

We are a first-name organization. Your nametag should be worn with pride in an upright, readable position on the upper left shoulder area of the outermost layer of clothing. Based on costume design, this placement may occasionally vary. Please check with your area leader for clarification. Nametags should not be worn on lanyards, ties, hats, waistbands or on shirt or blouse collars.

Nametags should be kept in good show condition with no visible chips or scratches.

All names on company nametags shall be the Cast Members’ full, legal, first or middle name or a derivative of their name. Cast Members are permitted to have their hometown city and state or country engraved on the nametag. Participants in the College Program may choose to have the name of their college or university in place of their hometown.

Cast Members with additional language skills may participate in the Language Program. Language Program participants may receive a special nametag that can identify multiple languages spoken.

Please refer to The Walt Disney Legacy Award module on The Hub to access the current policy for wearing the Legacy Award nametag and pin.

All Cast Members have the option of wearing their most recent service pin, site-specific recognition pin, and/or Walt Disney World® 1971 Opening Team pin on their nametags, in addition to any approved language flags. Stickers or other decorations are not permitted on the nametag or costume.

Cast Members may wear up to two separate approved pins/buttons directly on the costume. Cast Members should wear these pins opposite the nametag, although this placement may occasionally vary. Any request to allow a pin or button to be worn on the costume must be approved in advance by the Cast Image and Appearance team.
BODY MODIFICATION OR ALTERATION
Intentional body modification or alteration for the purpose of achieving a visible, physical effect that disfigures, deforms or similarly detracts from a professional image is prohibited. Examples include, but are not limited to: visible tattoos, brands, body piercing (other than traditional ear piercing for females), tongue piercing or splitting, tooth filing, earlobe expansion and disfiguring skin implants.

Tattoos must be discreetly and completely covered at all times. Jewelry, spacers, retainers or plugs are not permitted in any body piercing while working.

EYEWEAR Sunglasses are a block to interpersonal communication with Guests and should be avoided if possible. Only sunglasses that allow your eyes to be seen are permitted. No mirrored or dark, opaque lenses are allowed. Sunglasses are not to be worn at night, in dark areas or indoors. Cast Members should remove sunglasses when engaging in extended interactions with a Guest. Sunglasses should not be visible when not in use.

The frames and lenses of both prescription eyeglasses and sunglasses should be a conservative color and style with only minimal contrasting logos. Eyeglasses and sunglasses should not detract from the costume or contradict the theme of the show.

If colored or tinted contact lenses are worn, the resulting eye color must be natural-looking. Decorated lenses are not permitted, nor are any looks that would be considered distracting or not in the best interest of our Disney show.

HEADWEAR
Headwear for sun protection, safety or theming will be issued for Costumed Cast by Costuming. Please check with Costuming for fit and positioning. All Cast Members may wear headwear for religious purposes (i.e. Hijabs, Yarmulke) with approval from local leadership or Employee Relations.
PERSONAL ELECTRONIC DEVICES
Personal cell phones and other digital assistants may not be used onstage during work hours. These items must be concealed from view and operated on silent mode if carried.

PERSONAL HYGIENE
Due to close contact with Guests and fellow Cast Members, regular bathing; frequent hand washing; clean, neat hair; and the use of an antiperspirant or deodorant is required. For the same reasons, the use of strong, heavy scents and fragrances is not permitted.

PERSONAL PROTECTIVE EQUIPMENT
Personal protective equipment (PPE) may be required to safely perform your role. This could include, but is not limited to items such as safety vests and safety glasses. Please remember to maintain the Disney Look while wearing personal protective equipment. For additional information see your leader or the Safety module on The Hub.

UNDERGARMENTS
Cast Members are required to wear appropriate undergarments at all times. Patterned or colored undergarments that are visible when worn under light-colored costumes or business attire are not permitted.

Costumed Cast Members may wear a solid white crewneck or V-neck undershirt under costumes with a traditional neckline. With the exception of an undershirt, undergarments should not be visible at any time.
**Medical and Religious Accommodations**

**MEDICAL ACCOMMODATION REQUESTS**
- Reasonable accommodations are provided to Cast Members under the Disney Look for medical restrictions.
- A Cast Member may request a medical accommodation by completing and sending to Ability Management a completed Request for Medical Accommodation in Employment form and a Physician’s Certification for Employee Accommodations. These forms are available on DPEP’s intranet (The Hub).
- Ability Management will evaluate the information provided and manage the process to provide a timely response to the Cast Member.
- Ability Management is available to discuss any questions or concerns the Cast Member may have.

**RELIGIOUS ACCOMMODATION REQUESTS**
- Reasonable accommodations are provided to Cast Members under the Disney Look for sincerely-held religious beliefs.
- A Cast Member may request a religious accommodation by completing and sending to Employee Relations a Religious Accommodation Request form that is available on DPEP’s intranet (The Hub).
- Employee Relations will meet with the Cast Member to determine the Cast Member’s specific, individual needs and will manage the process to provide a timely response to the Cast Member.
- Employee Relations is available to discuss any questions or concerns the Cast Member may have.
Guidelines for All Female Cast Members

FINGERNAILS
Fingernails should be clean. If polish is used, it should be an appropriate, neutral color. This includes deeper, richer shades of polish. Polishes that are not permitted include black, gold, silver, multicolored or neon. Charms or decals on fingernails are not permitted. Fingernails should not exceed one-fourth of an inch (approximately 6 mm) beyond the fingertip.

HAIRSTYLING
Here are the Disney Look guidelines for hairstyles:
• Hairstyles that are clean, natural, and well maintained represent our Disney brand.
• Hair below shoulder length should be confined if it falls forward over the face or covers the nametag while working. The overall style must be neat, natural, and balanced proportionally.
• Well-maintained braided hairstyles are permitted.
• Artificial hair is permitted if it looks natural and meets all of the above requirements.

HAIR COLORING
Disney Cast Members are known for their clean natural look. If the hair color is changed, it should be well maintained. Examples of hair color that is not considered natural looking would be colors such as blue, green, pink, orange, purple, etc. Highlights are approved provided they blend with the overall hair color and style.

MAKEUP
If makeup is worn, it should be applied in a blended manner and in appropriate, neutral colors.
COSTUMES
Costumes should be clean and neat at all times. If a costume change becomes necessary during your shift, you should report immediately to your Costuming location after consulting with your leader. Costumes must be worn as they are designed. For example, they should not be worn too loose, too tight, low on the hips, etc. Any questions pertaining to the fit of a costume should be addressed with Costuming to make sure the appearance meets the requirements for the Disney Look.

As a reminder, you are responsible for the proper care and handling of all costume pieces issued to you. Costumes issued to you remain the property of the company and must be returned in good condition upon request or at the time of separation or transfer.

When wearing a costume off property, remove your nametag and do not wear your costume for personal use. Your costume is not to be worn when visiting Disney property as a Guest.

ENTERTAINERS
If the authentic portrayal of a role requires deviation from the Disney Look appearance guidelines, the deviation must be approved by the Vice President of Entertainment and notification made to the Vice President of Employee Relations and Director of Costuming. Such approval must be documented with the Cast Image and Appearance team. Otherwise, entertainers must adhere to the appearance guidelines set forth in the Disney Look policy. If the performer is cross utilized or transferred to a different role, this approved deviation no longer applies to that performer. All performers in the same role will need to be documented separately.
FOOTWEAR
The required shoes for a costumed area differ based on the role and the theming of the costume. Before buying work shoes or hosiery, Cast Members should check the Costuming module on The Hub or with their leaders to ensure proper style and color.

It is recommended that Cast Members wear slip-resistant rubber-soled shoes in all areas as a safety precaution. Approved shoes and socks are required the first day in costume.

Cast Members are responsible for ensuring shoes are kept clean and in good condition at all times.

Dress shoes must be solid in color with no contrasting logos or markings and made of a polishable material.

Athletic shoes must be solid in color with no contrasting logos.

For specific guidelines, please check the Costuming module on The Hub.

HAIR ACCESSORIES
Hair accessories must be non-distracting. The following guidelines apply:

- Accessories no larger than two inches (approximately 5 cm) wide and four inches (approximately 10 cm) long are acceptable. Headbands, hair ribbons or hair ties are acceptable, provided that they are no wider than two inches (5 cm).
- Accessories must be a neutral color (silver, gold, tortoiseshell, black, clear or pearl) or a solid color that matches the costume.
- No more than three small accessories may be worn at once.
JEWELRY

Jewelry is permitted provided it does not distract from the overall appearance. Please use the following guidelines:

• A modest visible bracelet in good taste and condition may be worn with the costume. Bracelets may only be worn on the wrist, should not exceed one inch in width and must fit closely to prevent slippage. Charm bracelets are approved provided the charm or dangle does not exceed one-half inch below the wrist or interfere with daily work assignments.
• Ankle bracelets are not permitted unless they are being worn as a medical alert bracelet.
• Watches should have minimal ornamentation.
  • A modest visible necklace in good condition may be worn with the costume top. The necklace should be clean, complement the costume and not interfere with work assignments. If a pendant is attached it should not exceed one inch in size.
  • Earrings must be a simple, matched pair in gold, silver or a color that matches the costume. One earring in each ear is permitted. Earrings may be clip-on or pierced, post, hoop or dangle and must be worn on the bottom of the earlobe. Earrings may not exceed the size of a quarter.
  • A ring may be worn on any finger, however only one ring on each hand is permitted.
• Jewelry guidelines may vary by line of business due to safety guidelines. Please see a leader for additional details.
To maintain the Disney image of excellence, clothing should be clean, neatly pressed and fit properly. Clothing should not appear too tight, too baggy, faded or in need of repair. Remember anything that could be considered distracting is not in the best interest of our Disney show.

PROFESSIONAL ATTIRE

- Professional options for females include: dress pants with a blouse or sweater, a skirted or pants suit, a dress with or without a jacket, and business-style walking shorts with a blouse and jacket or vest.
- A blazer or suit may be required at certain times, depending on your work location and the nature of your role. Check with your area leader for more information.
- Sleeveless tops and dresses are permitted provided the sleeve width is no less than three inches (approximately 7.6 cm). Tank tops, spaghetti straps and other casual styles are not acceptable.
- Business-style, mid-calf capri pants are permitted. Cotton twill, cargo, leggings or other casual styles of capri pants do not present a business image and are therefore not permitted.
- Cotton twill pants or khakis are permitted only if they are neatly pressed, creased and appear to be professionally laundered.
- The following clothing options are not permitted: polo or golf-style shirts (except for Sports and Recreation Cast), cargo-style pants, t-shirts, sundresses, leggings, casual shorts, wrap-around shorts, one-piece rompers and garments made of denim fabrics.
- Winter jackets and coats should present a professional appearance and should be made of fabrics traditionally acceptable in business. Good fabric choices are wool, leather and microfiber. Fabrics such as denim, nylon, satin and other casual fabrics would not meet these guidelines.
In addition to the options above, non-costumed women working in Sports and Recreation at the Walt Disney World® Resort are permitted to wear dress or golf-style shorts no shorter than three inches (7.6 cm) above the top of the knee. Shorts may be paired with a neat, well-maintained polo or golf-style shirt.

CLOTHING LENGTHS
Dress and skirt lengths may range from three inches (7.6 cm) above the top of the kneecap bone to the bottom of the ankle. The length of shorts should be from the top of the kneecap bone to three inches (7.6 cm) above the top of the kneecap bone. Slits in skirts, kick pleats, and buttoned or snapped closures should not exceed five inches (12.7 cm) above the middle of the knee. Pants should be long enough to touch the bottom of the ankle.

FABRICS AND PATTERNS
Fabrics should be those traditionally acceptable for business, such as tweed, wool, cotton, polyester, silk, linen, rayon or blends of these fibers. Unacceptable fabrics include: spandex, metallic fabrics, sheer fabrics, clinging knits and denim. Clothing with non-company logos or large distracting patterns are not approved. Sportswear is not permitted.
FOOTWEAR
Dress shoes or boots in good business taste are required. Dress shoes are permitted to have an open toe, open heel and/or sling back. Athletic shoes, sandals and Western boots are not permitted.

Hosiery is optional for non-costumed female Cast Members. If hosiery is worn, it should be sheer or opaque hosiery in subdued shades.

HAIR ACCESSORIES
Hair accessories should be conservative and coordinate with the outfit.

HEADWEAR
Non-costumed Cast Members, while working outdoors only, may wear hats made of natural materials, such as straw, with a small brim for protection from the sun. Hats should be a simple style, solid tan or brown in color. Hatbands must be a solid color similar to the color of the hat. Baseball caps and visors are not permitted.

JEWELRY
- Rings, necklaces, bracelets, earrings, lapel pins and a business-style wristwatch are permitted. A pin, brooch or scarf clip in good business taste also is acceptable.
- Watches should have minimal ornamentation.
- Two necklaces and two bracelets in good business taste that coordinate with the outfit and each other are permitted.
- Ankle bracelets and toe rings are not permitted.
- One earring in each ear is permitted. It must be a simple, matched set. Earrings may be clip-on, pierced, hoop or dangle, and they must be worn on the bottom of the earlobe. Earrings may extend up to two inches (approximately 5 cm) from the bottom of the earlobe.
- A ring may be worn on any finger, however only one ring on each hand is permitted.
FACIAL HAIR
For all male Cast Members a fully grown in, well-maintained mustache, beard, or goatee is permitted unless otherwise restricted by regulatory codes and standards. Facial hair must be neatly trimmed and create an overall neat and polished look.

- Facial hair must be neatly groomed and well maintained, not to exceed one inch in length.
- Neatly groomed facial hair is achieved by trimming the hair and using product as needed to create an overall neat appearance.
- Facial hair may be grown in while working provided it is not alternated with a clean shaven face. A non-shaven stubble beard, goatee or mustache is only acceptable while in transition to the approved facial hair. The neck must be shaved daily during the “grow out phase.”
- A well-groomed beard has a defined cheek line and neckline which is trimmed neatly. The neck must be shaven.
- Mustaches must not extend onto or over the upper lip and must extend to the corners of the mouth but not beyond or below the corners.
- Shaping the mustache or beard to a particular style is not permitted.
- If a goatee is worn it must connect to the appropriately-grown mustache.
- A non-shaven stubble beard is not acceptable.
- Facial hair guidelines may vary by line of business. Please see your local leader for additional details.

Aside from approved styles, Cast Members are expected to be clean-shaven every day. For clarification on whether facial hair is acceptable, please consult your area leader.
Acceptable Facial Hair

Unacceptable Facial Hair
FINGERNAILS
Clean, presentable fingernails are a must. Fingernails should not extend beyond the tip of the finger.

HAIRSTYLING AND SIDEBURNS
Hairstyles that are clean, natural, and well maintained represent our Disney brand.
• Hair must be neatly cut and styled so that it does not extend beyond or cover any part of the ears or the shirt collar. The overall style must be neat, natural, and balanced proportionally.
• Well-maintained braided hairstyles are permitted.
• Artificial hair is permitted if it looks natural and meets all the above requirements.
• Sideburns should be neatly trimmed, straight, and even in width. They should blend naturally from the hairline and may end at the bottom of the earlobe.
• Flares, muttonchops or pencil-thin sideburns are not permitted.

HAIR COLORING
Disney Cast Members are known for their clean natural look. If the hair color is changed, it should be well maintained. Examples of hair color that is not considered natural looking would be colors such as blue, green, pink, orange, purple, etc. Highlights are approved provided they blend with the overall hair color and style.
Guidelines for Costumed Males

COSTUMES
Costumes should be clean and neat at all times. If a costume change becomes necessary during your shift, you should report immediately to your Costuming location, after consulting with your leader. Costumes must be worn as they are designed. Any questions pertaining to the fit of a costume should be addressed with Costuming to make sure the appearance meets the requirements for the Disney Look.

As a reminder, you are responsible for the proper care and handling of all costume pieces issued to you. Costumes issued to you remain the property of the company and must be returned in good condition upon request or at the time of separation or transfer.

When wearing a costume off property, remove your nametag and do not wear your costume for personal use. Your costume is not to be worn when visiting Disney property as a Guest.

ENTERTAINERS
If the authentic portrayal of a role requires deviation from the Disney Look appearance guidelines, the deviation must be approved by the Vice President of Entertainment and notification made to the Vice President of Employee Relations and Director of Costuming. Such approval must be documented with the Cast Image and Appearance team. Otherwise, entertainers must adhere to the appearance guidelines set forth in the Disney Look policy. If the performer is cross utilized or transferred to a different role, this approved deviation no longer applies to that performer. All performers in the same role will need to be documented separately.

FOOTWEAR
The required shoes for a costumed area differ based on the role and the theming of the costume. Before buying work shoes and socks, Cast Members should check the Costuming module on The Hub or with their leaders to ensure proper style and color.

It is recommended that Cast Members wear slip-resistant rubber-soled shoes in all areas as a safety precaution. Approved shoes and socks are required the first day in costume.
Cast Members are responsible for ensuring shoes are kept clean and in good condition at all times.

Dress shoes must be solid in color with no contrasting logos or markings and made of a polishable material.

Athletic shoes must be solid in color with no contrasting logos. For specific guidelines, please check the Costuming module on The Hub.

**JEWELRY**

Jewelry is permitted provided it does not distract from the overall appearance. Please use the following guidelines:

- A modest visible bracelet in good taste and condition may be worn with the costume. Bracelets may only be worn on the wrist, should not exceed one inch in width and must fit closely to prevent slippage. Charm bracelets are approved provided the charm or dangle does not exceed one-half inch below the wrist or interfere with daily work assignments.
- Ankle bracelets are not permitted unless they are being worn as a medical alert bracelet.
- Watches should have minimal ornamentation.
- A modest visible necklace in good condition may be worn with the costume top. The necklace should be clean, complement the costume and not interfere with work assignments. If a pendant is attached it should not exceed one inch in size.
- A ring may be worn on any finger, however only one ring on each hand is permitted.
- Earrings are not permitted.
- Jewelry guidelines may vary by line of business due to safety guidelines. Please see a leader for additional details.
Guidelines for Non-Costumed Males

To maintain the Disney image of excellence, clothing should be clean, neatly pressed and fit properly. Clothing should not appear too tight, too baggy, faded or in need of repair. Remember anything that could be considered distracting is not in the best interest of our Disney show.

PROFESSIONAL ATTIRE

• Professional options for males include: dress trousers and a short- or long-sleeved professional dress shirt are required. Shirts must be tucked in, with the exception of camp-style dress shirts and sweaters specifically tailored otherwise.
• A tie, sport coat or suit may be required at certain times, depending on your work location and the nature of your role. Check with your area leader for more information.
• Cotton twill trousers or khakis are permitted only if they are neatly pressed, creased and appear to be professionally laundered.
• The following clothing options are not permitted: polo or golf-style shirts (except for Sports and Recreation Cast), cargo-style trousers, t-shirts and garments made of denim fabrics.
• Winter jackets and coats should present a professional appearance and should be made of fabrics traditionally acceptable in business. Good fabric choices are wool, leather and microfiber. Fabrics such as denim, nylon, satin and other casual fabrics would not meet these guidelines.
• In addition to the options above, non-costumed men working in Sports and Recreation at the Walt Disney World® Resort are permitted to wear dress or golf-style shorts no shorter than three inches (7.6 cm) above the top of the knee. Shorts may be paired with a neat, well-maintained polo or golf-style shirt.
FABRICS AND PATTERNS
Fabrics should be those traditionally acceptable for business, such as tweed, wool, cotton, polyester, silk, linen, rayon or blends of these fibers. Unacceptable fabrics include: spandex, metallic fabrics, sheer fabrics, clinging knits and denim. Clothing with non-company logos or large distracting patterns are not approved. Sportswear is not permitted.

FOOTWEAR
Dress shoes and socks in good business taste are required. Sandals, athletic shoes, Western boots and deck shoes are not permitted.

HEADWEAR
Non-costumed Cast Members, while working outdoors only, may wear hats made of natural materials, such as straw, with a small brim for protection from the sun. Hats should be a simple style, solid tan or brown in color. Hatbands must be a solid color similar to the color of the hat. Baseball caps and visors are not permitted.

For questions regarding headwear, please contact your leader.

JEWELRY
• Lapel pins, tie bars or clips, collar bars, cufflinks, rings, a bracelet, a necklace and a business-style watch are permitted.
• Watches should have minimal ornamentation.
• A ring may be worn on any finger, however only one ring on each hand is permitted.
• Earrings are not permitted.
Discipline Policy

The appearance guidelines contained in this handbook have been established for Disneyland® Resort, Walt Disney World® Resort, and Disney Vacation Club properties and may be changed at any time. Failure of any Cast Member to adhere to these or any subsequently established or modified standards will result in appropriate disciplinary action, not excluding separation from the company. Cast Members, including those covered by a collective bargaining agreement, may be disciplined when the appearance policy is not followed.

Ensuring consistent administration of the Disney Look is the responsibility of local leadership and your Human Resources representative and Employee/Labor Relations. Questions regarding deviations from the policy should be referred to the Cast Image and Appearance team and Employee Relations for further assessment.
<table>
<thead>
<tr>
<th>Category</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bracelets</td>
<td>A modest visible bracelet may only be worn on the wrist. May not exceed 1”</td>
</tr>
<tr>
<td>Company ID</td>
<td>Must have with you at all times and be worn appropriately.</td>
</tr>
<tr>
<td>Costume Fit</td>
<td>Costumes should be clean and fit properly (not too loose or too tight). Hem lengths should not cause a safety concern.</td>
</tr>
<tr>
<td>Earrings</td>
<td>May not exceed the size of a quarter, must be matching pair.</td>
</tr>
<tr>
<td>Eyewear</td>
<td>Conservative color and style with only minimal logos.</td>
</tr>
<tr>
<td>Footwear</td>
<td>Footwear should be in good condition and solid in color.</td>
</tr>
<tr>
<td>Hair Accessories</td>
<td>Up to three, must be solid neutral or color that matches the costume.</td>
</tr>
<tr>
<td>Hair Color</td>
<td>Natural-looking and well maintained.</td>
</tr>
<tr>
<td>Hairstyle</td>
<td>Clean, natural and well-maintained hairstyles.</td>
</tr>
<tr>
<td>Highlights</td>
<td>Subtle highlighting is allowed as long as it creates a uniform look.</td>
</tr>
<tr>
<td>Hosiery</td>
<td>Hosiery is determined by theme and costume design. Confirm with Costuming.</td>
</tr>
<tr>
<td>Makeup</td>
<td>Natural-looking and well blended.</td>
</tr>
<tr>
<td>Nails</td>
<td>Should not exceed one-fourth of an inch beyond the fingertip. If polish is used, it should be an appropriate, neutral color. No decals.</td>
</tr>
<tr>
<td>Nametag</td>
<td>Worn on the upper left shoulder area of outermost layer of clothing. Must be in “good show” condition.</td>
</tr>
<tr>
<td>Necklaces</td>
<td>A modest visible necklace may be worn. Pendant should not exceed 1” in size.</td>
</tr>
<tr>
<td>Personal Electronic Devices</td>
<td>Personal devices must be silent, concealed and are not allowed to be used onstage.</td>
</tr>
<tr>
<td>Rings</td>
<td>Only one ring on each hand.</td>
</tr>
<tr>
<td>Socks</td>
<td>Socks are determined by theme and costume design. Confirm with Costuming.</td>
</tr>
<tr>
<td>Sunglasses</td>
<td>Conservative color and style with only minimal logos. No mirrored or dark, opaque lenses are allowed.</td>
</tr>
<tr>
<td>Watches</td>
<td>Should have minimal ornamentation.</td>
</tr>
</tbody>
</table>

This is a quick reference guide. Full details and guidelines are provided in the main sections of the book.
This is a quick reference guide. Full details and guidelines are provided in the main sections of the book.

<table>
<thead>
<tr>
<th>Item</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bracelets</td>
<td>Two bracelets in good business taste that coordinate with the outfit are approved.</td>
</tr>
<tr>
<td>Company ID</td>
<td>Must have with you at all times and be worn appropriately.</td>
</tr>
<tr>
<td>Clothing Fit</td>
<td>Clothing should be clean and fit properly (not too loose or too tight). Hem lengths should not cause a safety concern.</td>
</tr>
<tr>
<td>Earrings</td>
<td>May extend up to two inches (approximately 5 cm), must be matching pair.</td>
</tr>
<tr>
<td>Eyewear</td>
<td>Conservative color and style with only minimal logos.</td>
</tr>
<tr>
<td>Footwear</td>
<td>Dress shoes or boots in good business taste are required.</td>
</tr>
<tr>
<td>Hair Accessories</td>
<td>Hair accessories should be conservative and coordinate with the outfit.</td>
</tr>
<tr>
<td>Hair Color</td>
<td>Natural-looking and well maintained.</td>
</tr>
<tr>
<td>Hairstyle</td>
<td>Clean, natural and well-maintained hairstyles.</td>
</tr>
<tr>
<td>Highlights</td>
<td>Subtle highlighting is allowed as long as it creates a uniform look.</td>
</tr>
<tr>
<td>Hosiery</td>
<td>If hosiery is worn, it should be sheer or opaque hosiery in subdued shades.</td>
</tr>
<tr>
<td>Makeup</td>
<td>Natural-looking and well blended.</td>
</tr>
<tr>
<td>Nails</td>
<td>Should not exceed one-fourth of an inch beyond the fingertip. If polish is used, it should be an appropriate, neutral color. No decals.</td>
</tr>
<tr>
<td>Nametag</td>
<td>Worn on the upper left shoulder area of outermost layer of clothing. Must be in “good show” condition.</td>
</tr>
<tr>
<td>Necklaces</td>
<td>Two necklaces in good business taste that coordinate with the outfit are approved.</td>
</tr>
<tr>
<td>Rings</td>
<td>Only one ring on each hand.</td>
</tr>
<tr>
<td>Sunglasses</td>
<td>Conservative color and style with only minimal logos. No mirrored or dark, opaque lenses are allowed.</td>
</tr>
<tr>
<td>Watches</td>
<td>Should have minimal ornamentation.</td>
</tr>
</tbody>
</table>
This is a quick reference guide. Full details and guidelines are provided in the main sections of the book.

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bracelets</td>
<td>A modest visible bracelet may only be worn on the wrist. May not exceed 1”</td>
</tr>
<tr>
<td>Company ID</td>
<td>Must have with you at all times and be worn appropriately.</td>
</tr>
<tr>
<td>Costume Fit</td>
<td>Costumes should be clean and fit properly (not too loose or too tight). Hem lengths should not cause a safety concern.</td>
</tr>
<tr>
<td>Earrings</td>
<td>Not permitted.</td>
</tr>
<tr>
<td>Eyewear</td>
<td>Conservative color and style with only minimal logos.</td>
</tr>
<tr>
<td>Facial Hair</td>
<td>Must be an approved option and well maintained. May not exceed 1”</td>
</tr>
<tr>
<td>Footwear</td>
<td>Footwear should be in good condition and solid in color.</td>
</tr>
<tr>
<td>Hair Color</td>
<td>Natural-looking and well maintained.</td>
</tr>
<tr>
<td>Hairstyle</td>
<td>Hair must be neatly cut and styled so that it does not extend beyond or cover any part of the ears or the shirt collar.</td>
</tr>
<tr>
<td>Highlights</td>
<td>Subtle highlighting is allowed as long as it creates a uniform look.</td>
</tr>
<tr>
<td>Nails</td>
<td>Clean, presentable and not extending beyond the tip of the finger.</td>
</tr>
<tr>
<td>Nametag</td>
<td>Worn on the upper left shoulder area of outermost layer of clothing. Must be in “good show” condition.</td>
</tr>
<tr>
<td>Necklaces</td>
<td>A modest visible necklace may be worn. Pendant should not exceed 1” in size.</td>
</tr>
<tr>
<td>Personal Electronic Devices</td>
<td>Personal devices must be silent, concealed and are not allowed to be used onstage.</td>
</tr>
<tr>
<td>Rings</td>
<td>Only one ring on each hand.</td>
</tr>
<tr>
<td>Sideburns</td>
<td>Sideburns should be neatly trimmed, straight and even in width. They should blend naturally from the hairline and may end at the bottom of the earlobe.</td>
</tr>
<tr>
<td>Socks</td>
<td>Socks are determined by theme and costume design. Confirm with Costuming.</td>
</tr>
<tr>
<td>Sunglasses</td>
<td>Conservative color and style with only minimal logos. No mirrored or dark, opaque lenses are allowed.</td>
</tr>
<tr>
<td>Watches</td>
<td>Should have minimal ornamentation.</td>
</tr>
</tbody>
</table>
This is a quick reference guide. Full details and guidelines are provided in the main sections of the book.

<table>
<thead>
<tr>
<th>Category</th>
<th>Guidelines</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bracelets</td>
<td>A modest visible bracelet may only be worn on the wrist. May not exceed 1”</td>
</tr>
<tr>
<td>Company ID</td>
<td>Must have with you at all times and be worn appropriately.</td>
</tr>
<tr>
<td>Clothing Fit</td>
<td>Clothing should be clean and fit properly (not too loose or too tight). Hem lengths should not cause a safety concern.</td>
</tr>
<tr>
<td>Earrings</td>
<td>Not permitted.</td>
</tr>
<tr>
<td>Eyewear</td>
<td>Conservative color and style with only minimal logos.</td>
</tr>
<tr>
<td>Facial Hair</td>
<td>Must be an approved option and well maintained. May not exceed 1”</td>
</tr>
<tr>
<td>Footwear</td>
<td>Dress shoes and socks in good business taste are required.</td>
</tr>
<tr>
<td>Hair Color</td>
<td>Natural-looking and well maintained.</td>
</tr>
<tr>
<td>Hairstyle</td>
<td>Hair must be neatly cut and styled so that it does not extend beyond or cover any part of the ears or the shirt collar.</td>
</tr>
<tr>
<td>Highlights</td>
<td>Subtle highlighting is allowed as long as it creates a uniform look.</td>
</tr>
<tr>
<td>Nails</td>
<td>Clean, presentable and not extending beyond the tip of the finger.</td>
</tr>
<tr>
<td>Nametag</td>
<td>Worn on the upper left shoulder area of outermost layer of clothing. Must be in “good show” condition.</td>
</tr>
<tr>
<td>Necklaces</td>
<td>A modest visible necklace may be worn. Pendant should not exceed 1” in size.</td>
</tr>
<tr>
<td>Rings</td>
<td>Only one ring on each hand.</td>
</tr>
<tr>
<td>Sideburns</td>
<td>Sideburns should be neatly trimmed, straight and even in width. They should blend naturally from the hairline and may end at the bottom of the earlobe.</td>
</tr>
<tr>
<td>Socks</td>
<td>Dress socks in good business taste are required.</td>
</tr>
<tr>
<td>Sunglasses</td>
<td>Conservative color and style with only minimal logos. No mirrored or dark, opaque lenses are allowed.</td>
</tr>
<tr>
<td>Watches</td>
<td>Should have minimal ornamentation.</td>
</tr>
</tbody>
</table>