



Dress Code and Appearance Policy

The image of Financial Horizons Credit Union is, in many instances, a reflection of our employees. Quality service, positive behavior, appropriate member relations, and professional personal appearance are key factors in creating and maintaining a favorable business image and upholding our culture. It is imperative that all staff cooperates and adheres to our dress code and appearance guidelines, whether or not an employee is in direct contact with members. Your individual professional image is vital to career success.

Employees must exercise independent judgement about their choice of business casual appropriate clothing. Because no dress code can cover all contingencies, if you experience uncertainty about acceptable, professional business casual attire for work, please ask your supervisor or the Director of HR. The following list includes but is not limited to acceptable and unacceptable clothing items:

Slacks, Pants, and Suit Pants

Acceptable:

Slacks/Dockers
Khaki's
Dress Pants
Dress Capris

Unacceptable:

Jeans (Friday only)
Spandex (leggings, athletic wear, form fitting)
Sweatpants
Shorts (Bermuda's Friday only)
Capris with cargo pockets and draw strings
Jeggings

Dresses and Skirts

Acceptable:

Business casual dresses
Business Casual skirts

Unacceptable:

Mini-Skirts
Sun Dresses
Beach/ Maxi dresses & Skirts
Denim skirts and dresses
Spaghetti Strap dresses

Note: All skirts and dresses are to be a length that you can sit comfortably and be covered appropriately.

Shirts, Tops, Blouses, and Jackets

Acceptable:

FHCU polo's
Dress Shirts
Sweaters
Blouses
Turtlenecks
Polo's (no logo)
Blazers/ Sport Jackets

Unacceptable:

T-Shirts (unless worn under a sweater, jacket, or dress)
Tank Tops
Midriff tops
Shirts with inappropriate images or wording, cartoons, slogans etc.
Shirts with logo's that aren't related to the Credit Union
Sweatshirts (logo wear Friday only)/hoodies
Flannel button ups
Denim Jackets
Low cut shirts or blouses

Shoes and Footwear

Acceptable:

Loafers
Clogs
Dress boots
Dress flats
Dress heels
Leather shoes
Dress Sandals

Unacceptable:

Athletic Shoes (Fridays only)
Flip Flop/ Thong shoes
Canvas Shoes (Bobs, Toms etc.) (Fridays Only)
Casual Sandals (Fridays Only)
Ugg type boots
Slippers
Tire Tread Sandals

Jewelry

Acceptable:

Modest pieces of jewelry
Earrings
Bracelets
Necklaces

Unacceptable

Facial piercings
Tongue piercings
Flashy Jewelry
Industrial ear piercings
Barbells
Gauges

Note: All jewelry deemed unacceptable to wear to work must be removed prior to the start of work.

Perfume and Cologne

Keep in mind that some employees may be allergic to the chemicals in perfumes and cologne so they should be worn modestly.

Hats and Head Coverings

Hats are not appropriate in the office. Head covers that are required for religious purposes or to honor cultural tradition are allowed.

Tattoos

Financial Horizons Credit Union permits employees to display tattoos at the workplace within the following guidelines. Factors that management will consider to determine whether tattoos may pose a conflict with the employee's job or work environment include:

1. Personal safety of self or others, or damage to company property.
2. Productivity or performance expectations.
3. Offensiveness to co-workers, members, vendors or others in the workplace based on racial, sexual, religious, ethnic, or other characteristics or attributes of a sensitive or legally protected nature.
4. Tattoos that are deemed by the management team to be in "poor taste" or "excessive".
5. Corporate or societal norms.
6. Member complaints.
7. Tattoos that would be visible from the chest up. This includes tattoos of the chest, front of shoulders, front of neck, and face will not be permitted to show at the work place.
8. Permanent make up that is compliant with the grooming policy is acceptable.

Note: If management determines that an employee's tattoos may present such a conflict, the employee will be encouraged to identify appropriate options, such as covering of tattoos.

Casual Fridays

Unless specifically requested by management, casual Friday dress is optional. Employees electing to participate donate \$1.00 each Friday which goes towards community projects (pennies count fund). At other times of the year, FHCU may designate special days as appropriate for casual attire which will be exempt from the \$1.00 donation.

Acceptable:

FHCU logo wear
Jeans
Bermuda's (knee length)
Capri's
Canvas Shoes (Toms, Bobs, etc)
Tennis shoes
Casual boots
Dress boots
Dress sandals
Casual sandals (with heel strap)

Unacceptable

Distressed, ripped, or torn, jeans, Bermuda's, or capris
Sweatshirts or hoodies
Flip flops or thong shoes
Spandex (leggings, athletic wear, form fitting)
Sweat pants
Capris with cargo pockets and draw strings
Jeggings
Leggings
Ugg type boots
Slippers
Tire tread sandals

Personal Hygiene

All employees are expected to maintain appropriate personal hygiene and grooming practices. Facial hair shall be kept short and groomed. Long unkempt facial hair will not be permitted in the work place. Clothing is required to be clean, pressed, tailored (if necessary), and in appropriate condition.

Travel/Training

Employees are expected to exercise reasonable judgement when dressing for work travel and attending training conferences. If you are unsure what the dress code requirements are for the particular session, you can reach out to the event organizer to find out the requirements or default to this dress code policy. Employees are expected to uphold the credit unions professional image while on work travel as well as in the branch during normal business hours.

Conclusion

Evaluating professional dress is challenging at best. All staff of Financial Horizons Credit Union are asked to be respectful of supervisors, coworkers and members by adhering to the outlined guidelines and using common sense judgment when dressing for work each day. If dress and appearance do not reflect the image and standards set by the credit union, you will be subject to corrective action. If you report to work dressed inappropriately, you may be sent home without pay, to dress in accordance with the dress code and appearance guidelines.

Exceptions

Exclusions to the dress code and appearance policy for religious, ethnic, cultural or health reasons will be evaluated by the Director HR, Executive Vice President, and President/CEO.



We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

Full Name: _____ Date: _____

 Last First Middle

How did you learn about us? ☐ Newspaper Advertisement ☐ FHCU Website ☐ Friend ☐ Walk-In
☐ Employment Agency ☐ Social Media ☐ Relative ☐ Other _____

[illegible]

EDUCATION

High School: _____ Address: _____

From: _____ To: _____ Did you graduate? ☐ Yes ☐ No Diploma: _____

College: _____ Address: _____

From: _____ To: _____ Did you graduate? ☐ Yes ☐ No Degree: _____

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? ☐ Yes ☐ No Diploma: _____

FOREIGN LANGUAGES

	Language	Fluent	Good	Fair
Speak				
Write				
Read				

SPECIALIZED SKILLS

	Basic	Moderate	Advanced
Microsoft Word			
Microsoft Outlook			
Microsoft Excel			
Microsoft Publisher			
Quicken			

____ PC ____ Fax ____ Internet
____ Scanner ____ Copier ____ 10 Key

Other Specialized Training, Skill, Apprenticeships or Activities:

REFERENCES

Name Address Phone Number

Name Address Phone Number

Name Address Phone Number

EXPERIENCE

Employer:		Start Date:	End Date:
Address:		Telephone Number(s)	
Job Title:	Supervisor:	Reason for Leaving:	
May we contact employer: <input type="checkbox"/> Yes <input type="checkbox"/> No			
Work Performed:			
Employer:		Start Date:	End Date:
Address:		Telephone Number(s)	
Job Title:	Supervisor:	Reason for Leaving:	
May we contact employer: <input type="checkbox"/> Yes <input type="checkbox"/> No			
Work Performed:			
Employer:		Start Date:	End Date:
Address:		Telephone Number(s)	
Job Title:	Supervisor:	Reason for Leaving:	
May we contact employer: <input type="checkbox"/> Yes <input type="checkbox"/> No			
Work Performed:			

APPLICANT'S STATEMENT

I certify that answers given herein are true and complete to the best of my knowledge.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 60 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an *"at will"* nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this *"at will"* employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

Applicant Name

Applicant Signature

Date

AUTHORIZATION TO OBTAIN INVESTIGATIVE CONSUMER REPORT

This serves as notice to you that Financial Horizons Credit Union may request an investigative consumer report regarding you. An investigative consumer report is a report for which the information gathered through personal interviews of neighbors, friends, or associates of the employee or applicant reported on, or from other personal acquaintances or persons who may have knowledge about information bearing on the employee or applicant's credit worthiness, credit standing, credit capacity, character, general reputation, personal characters, or mode of living which is used or expected to be used or collected for employment purposes.

You have the right to submit a written request that Financial Horizons Credit Union disclose the complete and accurate nature and scope of the investigation requested. Financial Horizons Credit Union will respond to your request within five (5) business days of receiving it. You also have a right to request a related summary of your rights under the Federal Fair Credit Reporting Act, issued by the Federal Trade Commission.

I authorize Financial Horizons Credit Union to obtain my credit report, perform criminal background checks, investigate my eligibility to be bonded, contact my references and previous employers for the purpose of hiring and/or job placement with Financial Horizons Credit Union now and in the future.

I understand that the information given below will only be used by Financial Horizons Credit Union to obtain the various reports listed above.

Applicant Signature

Date

Please complete the following: (Please Print)

Full Name: _____
Last First Middle

Address: _____
Street Address (No PO Boxes)

City State Zip Code

Social Security Number _____

Date of Birth _____

Drivers License Number _____ State of Issue _____

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.

You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is incomplete or inaccurate, and report it to the consumer

- reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.

- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer’s credit file. Upon seeing a fraud alert display on a consumer’s credit file, a business is required to take steps to verify the consumer’s identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.
- **States may enforce the FCRA, and many states have their own consumer reporting laws.** In some cases, you may have more rights under state law. For more information, contact your

state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:	CONTACT:
<p>1. a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates</p> <p>b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:</p>	<p>a. Consumer Financial Protection Bureau 1700 G Street, N.W. Washington, DC 20552</p> <p>b. Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357</p>
<p>2. To the extent not included in item 1 above:</p> <p>a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks</p> <p>b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.</p> <p>c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations</p> <p>d. Federal Credit Unions</p>	<p>a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050</p> <p>b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480</p> <p>c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106</p> <p>d. National Credit Union Administration Office of Consumer Financial Protection (OCFP) Division of Consumer Compliance Policy and Outreach 1775 Duke Street Alexandria, VA 22314</p>
3. Air carriers	Asst. General Counsel for Aviation Enforcement & Proceedings Aviation Consumer Protection Division Department of Transportation 1200 New Jersey Avenue, S.E. Washington, DC 20590
4. Creditors Subject to the Surface Transportation Board	Office of Proceedings, Surface Transportation Board Department of Transportation 395 E Street, S.W. Washington, DC 20423
5. Creditors Subject to the Packers and Stockyards Act, 1921	Nearest Packers and Stockyards Administration area supervisor
6. Small Business Investment Companies	Associate Deputy Administrator for Capital Access United States Small Business Administration 409 Third Street, S.W., Suite 8200 Washington, DC 20416
7. Brokers and Dealers	Securities and Exchange Commission 100 F Street, N.E. Washington, DC 20549
8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations	Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090
9. Retailers, Finance Companies, and All Other Creditors Not Listed Above	Federal Trade Commission Consumer Response Center 600 Pennsylvania Avenue, N.W. Washington, DC 20580 (877) 382-4357