

## 04-July 2025 – High-Vis Jacket and Dress Code Question

During the colder months at Beaver, I wore yellow high-vis jackets. These were lawful, industry-standard safety garments from my previous roles, including Qantas, where the logos were discreet and the jackets met compliance requirements.

Yellow high-vis was common among staff, and no onboarding materials specified a required colour. I had a mixture of yellow and orange high-vis clothing, but I had more yellow winter high-vis clothing than orange.

Fourth of July, Rohan (Warehouse Leader) pulled me aside and asked,

**“What’s with all yellow?”** I was surprised by the question because several people in Stores were also wearing yellow high-vis that day, not just me.

I replied, “What do you mean? I am wearing the industry standard.”

Rohan (Warehouse Leader) then asked me how many pink shirts I was given when I started. My initial thought was why he was asking how many pink shirts I had been given.

I replied, “Two or three.” He asked why I wasn’t wearing one. I did not want to expose my ADHD-related traits so I said they were in the wash. He asked, “All three in the wash?” I replied, **“A pink shirt isn’t going to keep me warm.”**

He then said, “Follow me.” He took me to a wall in the warehouse that had shelving. The shelving had plastic containers, and inside the containers were jumpers, jackets, and shirts.

He looked at a few labels, put them back, then pulled out a Workit orange bomber jacket and handed it to me, saying, “This should fit.” I said thank you. The jacket had a tear in it and looked like it needed a wash, so I said I would take it home to wash it.

After the workday had finished, I went home and spent the afternoon researching high-vis standards.

I also went through my employment contract to check whether I had misread anything or missed a requirement stating that orange was the policy colour.

My partner, Tom, reminded me that this time was my personal time and suggested I leave work concerns at work. I continued researching because it is my usual approach to look things up.

**“Under AS/NZS 4602.1:2011, both fluorescent yellow and fluorescent orange are lawful high-visibility colours for daytime use in industrial settings. Logos or branding do not affect compliance unless they obscure the required visible area. My yellow jacket met all visibility requirements under this standard**



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