

PROFESSIONAL ATTIRE/DRESS CODE POLICY

Residents/fellows are expected to be professionally dressed, well-groomed and must maintain a professional demeanor. It is very important to promote an appropriate view of the institution, build patient trust and maintain a safe work environment. Appearance should conform to the standards/norms of the clinical and nonclinical setting in which the resident/fellow is working.

This policy outlines minimum standards. Programs and affiliated sites may have more stringent requirements which should be followed.

Supervisors have the right to determine compliance with this policy. A resident/fellow that is deemed inappropriately dressed may be sent home and corrective action may be taken.

Identification

The ID badge and coat (if applicable) for the hospital currently training in should be worn and clearly visible for all clinical encounters. Badges should be worn above the waist.

If an ID badge is lost or stolen, the police department of the appropriate hospital should be contacted as soon as possible to report the loss and to make arrangements for replacement.

ID badges are the property of the hospital and must be returned upon termination of training and employment.

Footwear

All employees must wear shoes that are appropriate to their job. Shoes should be clean and in good repair. Closed-toed shoes are required in patient care areas and areas where extra protection may be needed (research labs). In addition, OSHA requires that protective clothing/covering be worn that will prevent blood or other potentially infectious materials from reaching the skin.

Flip-flops, slippers, open toed shoes, and excessively high-heeled shoes are examples of inappropriate footwear.

Clothing

Clothing should fit properly, be clean and in good condition. Business casual is appropriate for most areas. Do not wear clothing that is non-professional in appearance, length, or fit such as:

- Any clothing including lab coats that are soiled or torn
- Shorts, skorts, miniskirts shorter than above the knee or deeply slit skirts
- Cut offs, overalls, leather pants, legging, stretch pants or sweatpants
- Bare shoulders, midriff or backs (tank or tube tops, halter tops, spaghetti straps or strapless tops or dresses)

- Any attire that is considered provocative or exposing undergarments (too tight, low cut, below the waist or sheer clothing)
- Scrubs should only be worn in the operating room (pre and post as well) unless indicated by the program's dress code.

Grooming and Hygiene Standards

Good personal hygiene and cleanliness is an essential part of providing high-quality service. Patients, guests and staff have a right to expect general cleanliness and good oral hygiene. Hair should be worn to prevent contamination or cause a safety hazard. Facial hair should be neatly trimmed and maintained. Some things to avoid:

- Fragranced lotion, perfume or cologne
- Smoke odors
- Artificial nails, extenders and embedded jewelry

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