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**Policy: Student Uniform/Dress**

**PURPOSE:**

The purpose of this policy is to outline consistent expectations regarding student attire when engaged in activities associated with the NESA BN programs.

**DEFINITIONS:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Business Casual Attire*** is defined as clothing that is crisp, neat, pressed and never wrinkled, to project a professional, business-like image. Torn, dirty, or frayed clothing is unacceptable. Clothing that has words, terms, excessive branding or pictures that may be offensive to others is unacceptable. Clothing that reveals your back, chest, stomach or your underwear is not appropriate, even in a business casual setting.

**POLICY SCOPE:**

This policy applies to all students engaged in activities associated with the NESA BN programs such as:

* + 1. attendance at practice placements
    2. attendance at practice sites to perform patient care research or engage in any activity where the student represents the NESA BN programs
    3. participation in any event when the student is representing her/himself as a student of the NESA BN programs

**POLICY STATEMENT(S):**

* 1. It is the responsibility of you, the student, to assure that you present yourself appropriately while engaging in activities associated with the NESA BN Programs. Please remember, you are an ambassador for the program, the institution, and the profession of nursing; as such, you are expected to convey a professional appearance and demeanour.
  2. As a health care worker, you are subject to provincial Occupational Health and Safety standards, as well as the standards and policies of the of the practice setting or organization in which your placement occurs. It is important to note that that this list is not all-inclusive. departmental leaders may provide specific direction depending on operational, workplace health and safety, and infection prevention and control requirements for each area. This means that you must be aware of and comply with:
     1. Occupational Health and Safety Standards
     2. No scent policy standards
     3. Dress code policies
     4. Standards of the health organization
     5. Infection control standards and policies
  3. The following ethical principles should also guide you as you select attire to wear during activities associated with the NESA BN programs:
     1. Do no harm – It is the responsibility of students to comply with the dress code in order to minimize risk of infection. For example, evidence suggests that gel nails and nail polish present an increased risk of infection and are not acceptable in the practice setting. Specifically, dark nail polish reduces visibility of the nail tip for adequate cleaning.
     2. Respect for persons – It is the responsibility of students to respect the dignity and diversity of all persons. Student personal attire should not offend clients (e.g., no low cut, revealing clothing; need to cover extensive tattoos). Additionally, agency policies regarding clothing and tattoos must also be followed.
     3. Autonomy – It is the student’s responsibility to be appropriately attired for the setting. Student self-determination and self-expression must be balanced against the professional ethical principles of doing no harm, and respect for the dignity and diversity of all persons.

**SPECIFICS OF THE POLICY:**

Requirements for appropriate student attire include:

* + 1. You must wear the approved NESA BN Programs identification badge in clear sight and above the waist whenever engaged in NESA BN Program associated activities (as outlined above).
    2. You must wear the official uniform of the NESA BN Programs in the practice setting unless you are directed otherwise by your instructor. The uniform consists of a Storm Blue scrub top with/without black side panels and with NESA embroidered branding (left side of chest), and black scrub pants. Uniform must fit appropriately.
    3. Wear business casual attire when engaged in applicable practice setting. Instructors will provide additional guidance regarding appropriate business casual attire for each site/practice setting.
    4. If a lab coat is required, a clean white coat must be used to cover street clothes for all students entering health care facilities to prepare for practice. Coats must be washable and laundered regularly
    5. Specifically, when engaged in practice:

1. Secure hair away from the face (Shoulder length or longer hair shall be tied back while in the practice setting).
2. Students are to present to practice clean and free of body odor.
3. No scented lotions, perfumes, aftershaves, and colognes.
4. Deodorants/soaps/hand sanitizers/personal hygiene products should be mild or minimally scented (unscented if possible).
5. No gel nails, false nails, or nail polish (nail tips are not to exceed 6mm).
6. Minimal jewellery; i.e. a plain wedding band, small earrings.
7. Wear a watch. (Regarding Smartwatches: in order to address infection control smartwatches, because their display needs to be refreshed by touch, must be set to constant display so they do not require touch-activation).
8. Wear footwear that conforms to the standards set by Alberta Health Services; (generally, shoes should be clean, professional in appearance, closed-toe and –heel, with non-slip soles). Shoes should be fluid resistant and easily cleaned.
9. Groom facial hair to convey a professional appearance.

**APPENDIX:**

N/A

**RELATED POLICIES/ASSOCIATED GUIDELINES:**

Alberta Health Services (2018). Dress Code: guidelines for professional and clinical attire. Retrieved from [https://insite.albertahealthservices.ca/Main/assets/tms/rs/tms-rs-akc-dress-code-guidelines-for-professional-and-clinical-attire.pdf#search=dress%20code%20attire](https://insite.albertahealthservices.ca/Main/assets/tms/rs/tms-rs-akc-dress-code-guidelines-for-professional-and-clinical-attire.pdf%23search=dress%20code%20attire)

Alberta Health Services. (2011). *Hand Hygiene Clinical Policy and Procedure: Overview and Presentation.*

Retrieved from: <http://www.albertahealthservices.ca/assets/Infofor/hp/if-hp-phys-hand-hygiene-policy-procedure-overview.pdf>

**REFERENCES:**

Alberta Health Services (2018). Dress Code: guidelines for professional and clinical attire. Retrieved from

<https://insite.albertahealthservices.ca/Main/assets/tms/rs/tms-rs-akc-dress-code-guidelines-for->

professional-and-clinical-attire.pdf#search=dress%20code%20attire

Alberta Health Services. (2011). *Hand Hygiene Clinical Policy and Procedure: Overview and Presentation.*

Retrieved from: <http://www.albertahealthservices.ca/assets/Infofor/hp/if-hp-phys-hand-hygiene-policy-procedure-overview.pdf>

Alberta Health Services. (n.d.). *Professional Appearance.* Retrieved from:

<https://insite.albertahealthservices.ca/main/assets/hr/tms-hr-mwi-appendix-3-professional-appearance-dress-code.pdf>

Government of Canada Labour Program (2004). Protect Your Feet (LT-148-06-04). Retrieved from:

<https://www.canada.ca/content/dam/esdc-edsc/migration/documents/eng/health_safety/pubs_hs/pdf/protect_your_Feet.pdf>

***\*NOTE: NESA Policies exist within organizational frameworks of policy for Lethbridge College and the University of Lethbridge, and within agreements established with practice partner organizations. If and when NESA policies are found to differ from such policies and agreements, it is important to note that such policies/agreements will take precedence over NESA program policies.***

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| **Revised By/Date:** | **Approved by/date:** |
| Policy Review Committee: March 2012 | NESA Joint Faculty: April 18, 2012 |
| Policy Review Committee: December 2012 | Not Required: editorial and formatting |
| Policy Review Committee: April 2014 | Not Required: editorial and formatting |
| Policy Review Committee: February 2015 | Not Required: no change |
| Policy Review Committee: December 2015 | Not Required: no change |
| Policy Review Committee: April 2017 | NESA Joint Faculty: May 2017 |
| Policy Review Committee: January 2018 | Not Required: no change |
| Policy Review Committee: January 2019 | Not Required: no change |
| Policy Review Committee: April 2020 | Not Required: editorial change |
| Policy Review Committee: March 2021 | NESA Joint Faculty Council: May 10, 2021 |