

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:

- a. attendance at practice placements
- b. attendance at practice sites to perform patient care research/preparation
- c. participation in any activity/event when the student is representing her/himself as a student of the NESA BN programs
- d. participation in lab or simulation learning as part of a scheduled practice placement

POLICY STATEMENT(S):

1. It is the responsibility of you, the student, to ensure 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:
 - a. Occupational Health and Safety Standards
 - b. No scent policy standards

- c. Dress code policies
 - d. Standards of the health organization
 - e. 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 NESAs BN programs:
- a. 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.
 - b. 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.
 - c. 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 NESAs BN Programs identification badge in clear sight and above the waist whenever engaged in NESAs BN Program associated activities (as outlined above).
2. You must wear the official uniform of the NESAs BN Programs in the practice, lab, or simulation 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 NESAs embroidered branding (left side of chest), and black scrub pants. Uniform must fit appropriately.
3. You may wear business casual attire when engaged in applicable practice settings, as identified by your instructor. Instructors will provide additional guidance regarding appropriate business casual attire for each site/practice setting.
4. You may wear regular “street” attire when participating in learning in lab settings, as identified by your instructor.
5. If a lab coat is required to be worn during specified learning activities or experiences, a clean white coat must be used to cover “street” clothes for all students. Coats must be washable and laundered regularly.
6. Specifically, when engaged in practice:
 - a. Secure hair away from the face (Shoulder length or longer hair shall be tied back while in the practice setting).
 - b. Students are to present to practice clean and free of body odor.
 - c. No scented lotions, perfumes, aftershaves, and colognes.

- d. Deodorants/soaps/hand sanitizers/personal hygiene products should be mild or minimally scented (unscented if possible).
 - e. No gel nails, false nails, or nail polish (nail tips are not to exceed 6mm).
 - f. Minimal jewellery; i.e. a plain wedding band, small earrings.
 - g. 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).
 - h. Wear footwear that conforms to the standards set by Alberta Health Services; (generally, shoes should be clean, non-marking, professional in appearance, closed-toe and –heel, with non-slip soles). Shoes should be fluid resistant and easily cleaned.
 - i. Groom facial hair to convey a professional appearance and to allow proper donning of any required PPE.
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APPENDIX:

N/A

RELATED POLICIES/ASSOCIATED GUIDELINES:

N/A

REFERENCES:

Alberta Health Services. (2022). *Hand hygiene policy and procedure: Infection prevention & control.*

<https://www.albertahealthservices.ca/ipc/Page14956.aspx>

Alberta Health Services. (2020). *Healthcare attire: Scrubs and uniforms.* Retrieved from

<https://www.albertahealthservices.ca/assets/healthinfo/ipc/hi-ipc-hlthcare-attire-scrubs-uniforms-info-sht-z0-bpr-pt-care.pdf>

Alberta Health Services. (n.d.). *Quick Reference Guide to Managing General Workplace Issues Appendix 3: Professional Appearance.* Retrieved from

<https://insite.albertahealthservices.ca/Main/assets/hr/tms-hr-mwi-appendix-3-professional-appearance-dress-code.pdf#search=professional%20appearance>

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

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***NOTE: NESAs 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 NESAs policies are found to differ from such policies and agreements, it is important to note that such policies/agreements will take precedence over NESAs program policies.**

Revised By/Date:	Approved by/date:
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
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