

## Policy: Professional Appearance

### **PURPOSE:**

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The purpose of this policy is to outline consistent expectations regarding student appearance when engaged in activities associated with the Bachelor of Nursing (BN) programs.

### **DEFINITIONS:**

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**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 undergarments is not appropriate, even in a business casual setting.

### **POLICY SCOPE:**

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

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

### **POLICY STATEMENT(S):**

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1. It is the responsibility of the student to ensure appropriate personal presentation while participating in all activities associated with the BN Programs. Students are expected to always maintain a professional appearance and demeanor, recognizing their role as representatives of the program, the institution, and the nursing profession.
2. Students are required to comply with all applicable provincial Occupational Health and Safety standards, as well as the policies and requirements of their assigned practice setting or organization. This includes, but is not limited to, occupational health and safety standards, no-scent policies, dress code requirements, organizational standards, and infection prevention and control policies.

Students must maintain overall personal presentation in accordance with ethical principles, including doing no harm, respect for persons, and autonomy. Presentation must minimize risk of infection, comply with practice setting and agency requirements, and reflect respect for the dignity and diversity of others. While students may express individuality, personal presentation must be balanced with professional and ethical obligations.

## **SPECIFICS OF THE POLICY:**

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Requirements for appropriate student attire include:

1. You must wear the approved BN Programs identification badge in clear sight and above the waist whenever engaged in BN Programs associated activities.
2. You must wear the official uniform of the 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 BN Programs embroidered branding (left side of chest), and black scrub pants. Uniforms 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, if directed 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. Scrubs must not be worn in public settings outside the practice site.
7. 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 must be clean and free of body odor.
  - c. Uniforms must be laundered after every shift due to exposure to the patient care environment.
  - d. No scented lotions, perfumes, aftershaves, colognes, and hair products.
  - e. Deodorants/soaps/hand sanitizers/personal hygiene products should be mild or minimally scented (unscented if possible).
  - f. No gel nails, false nails, or nail polish (nail tips are not to exceed 6mm).
  - g. Minimal jewelry, i.e. a plain wedding band, small earrings.
  - h. Wear a watch. Smartwatches must be set to constant display and not require touch activation to support infection control.
  - i. Wear footwear that conforms to the standards set by Alberta Health Services; (shoes must be clean, non-marking, professional in appearance, closed-toe and –heel, with non-slip soles). Shoes should be fluid resistant and easily cleaned.
  - j. Groom facial hair to convey a professional appearance and to allow proper donning of any required PPE
  - k. Minimal makeup to support infection control.

## **APPENDIX:**

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N/A

#### RELATED POLICIES/ASSOCIATED GUIDELINES:

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N/A

#### REFERENCES:

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Alberta Health Services. (2025). *Hand hygiene policy and procedure: Infection prevention & control*.  
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<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*.  
<https://insite.albertahealthservices.ca/Main/assets/hr/tms-hr-mwi-appendix-3-professional-appearance-dress-code.pdf#search=professional%20appearance>

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***For the most current policy information, always refer to the official NESA BN Program Guidelines and Forms Website: <https://www.ulethbridge.ca/healthsciences/policies>***

**Approved by/date: NESA Joint Faculty Council; May 11, 2026**

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