



# POLICY

## FACULTY OF NURSING

<b>SUBJECT/TITLE:</b> Attire for Students and Faculty in the Clinical Setting (Nurse Practitioner Program)		<b>PAGE:</b> 1 of 2
<b>RELATED POLICY:</b>	<b>DATE ESTABLISHED:</b> April 2014	
<b>AUTHORIZATION:</b> Nurse Practitioner Committee Practice Policy and Procedure Committee Graduate Programs Committee Executive Committee of Council	<b>AUTHORIZATION:</b> Nov 17, 2017 Nov 27, 2017 Jan 19, 2018 April 17, 2018	

**Purpose:** To ensure students and faculty in the clinical setting (Nurse Practitioner Program), as University of Calgary representatives, dress appropriately in all practice (on and off campus) settings. The Attire Policy has been developed to promote a professional image, providing a safe environment for the NP student and the patient, and to promote appropriate personal hygiene and prevent the spread of infection. Dress and personal care must be neat, clean, and appropriate for the practice environment.

**Policy:** The Attire for students and faculty in the clinical setting (Nurse Practitioner Program) Policy shall be enforced at all times.

If a student is not in compliance, the Instructor will give a verbal warning. If the concerning attire is not corrected, the following protocol must be followed:

- The student will be required to leave the practice environment immediately. The student will only be permitted to return to the practice area once the infringement to the policy has been corrected.
- Consistently failing to comply with the Attire Policy means that the student will be unsuccessful in the practice course. Practice evaluations will include Learner Outcomes concerning professional identity (i.e. demeanor, conduct, dress code).
- Documentation will be made of a student’s refusal to adhere to policy and copied to the Associate Dean, Faculty of Nursing Graduate Programs.

Points of Emphasis:

**1. Attire**

- All students and faculty in the clinical setting (Nurse Practitioner Program) are expected to dress professionally.
- A long white lab coat may be required in certain clinical areas.
- Jeans are not permitted. Uniform sleeves must be short (above the elbow) and warming jackets (including kangaroo jackets and hoodies) or sweater sleeves must be kept above the elbow when providing direct hands-on patient care. If the sleeve will not go above the elbow, the jacket or sweater must be removed before providing hands-on patient care.
- Very casual clothes or shoes are not appropriate dress for students in a professional setting (e.g. sweat pants, yoga wear, tank tops, tracksuits, jeans, jean jackets, shorts, hats, sweatshirts, t-shirts, clothing with logos, sandals, open-toe shoes).

**2. Footwear:**

- Proper footwear must be worn during practice. All shoes will be leather or vinyl, have a closed heel and toe to offer adequate support and protection against injury or exposure to spills. Footwear must have a low heel and adequate shock absorbing, non-marking, slip resistant sole. Footwear is to be well maintained, clean, dry and in good condition.

**3. Permitted Jewelry**

- A wedding band or ring without stones or sharp edges
- A wristwatch or medical alert bracelet
- Fob watches worn on clothing are preferred in clinical areas to facilitate improved hand hygiene, but wrist watches with cleanable/waterproof face and straps are permitted. Watches with gemstones/raised decoration or fabric wristbands are not permitted as these cannot be easily cleaned if soiled.
- Small hoop or stud earrings (a maximum of two per each ear)
- Only one small nose stud is acceptable. However, it will be removed for certain practice settings (e.g. Infectious Disease).
- No other visible piercings with jewelry will be permitted.

**4. Personal hygiene:**

- Nails must be short and clean. Artificial fingernails and nail polish will not be worn in the practice setting
- Hair must be worn in a controlled fashion (i.e. pulled back, or in a ponytail) so as not to interfere with patient care.
- Beards and moustaches must be neat; and, must meet N95 standards.
- Tattoos must be covered, when possible.
- Chewing gum is not permitted.

**5. Fragrances:**

- Fragrances will not be worn.
- Unscented or low scented personal hygiene products are recommended (e.g. deodorant, shampoo and soap).

**6. Identification:**

- Alberta Health Services, other health facility and/or University of Calgary Graduate student photo identification as appropriate) must be worn and always visible in the clinical setting.

**References:**

- Alberta Health Services, "Personal Appearance of Staff" and "Dress Code and Identification" Policies.
- Alberta Health Services Hand Hygiene Policy
- Alberta Health Services, Practice Support Document Guidelines "Footwear for the Prevention of Slips, Trips and Falls" (2013).
- Calgary Zone Public Health Dress Guidelines (October 2014).