I. Purpose:
To present a professional appearance to patients, staff, and the public at all training sites, and comply with The Joint Commission standards where applicable.

II. Policy:
Resident appearance and conduct should at all times reflect the dignity and standards of the medical profession. Dress guidelines for residents assist in achieving this goal while also acknowledging individual desires for diversity and self-expression. Following are guidelines for professional attire. It is recognized that each department or specialty may have requirements which are more specific or less rigorous than the guidelines outlined herein. It is the purpose of this policy to provide general guidelines to assist each department or specialty in developing its own dress code policy to meet its specific needs. These guidelines apply to each work day, including days with no patient care responsibilities. Maternity clothes are not exempt from these guidelines.

Specific Standards:
Name Tags: Proper identification as required by each training site must be worn and clearly displayed at all times while on duty.

White coats: White coats are recommended, and must be clean and neat. If wearing scrubs outside the operating area, it is recommended that a clean white coat be worn over the scrubs.

Scrubs: Scrubs should not be worn outside of the hospital premises. Scrubs are expected to be clean and pressed. Scrubs may be worn in the operating room, delivery areas, or on the following rotations only unless otherwise delineated by departmental policy: Emergency room, AO, and all ICUs. In patient care areas, it is recommended that a coat with name tag be worn over the scrubs.

Shoes: Footwear must be clean, in good condition, and appropriate. Open-toed shoes and sandals are not recommended in patient care areas for safety reasons.
Style: No tank or halter tops, midriffs or tube tops. No sweatshirts or shirts with messages, lettering or logos (except UUMC, IMC, VAMC or other affiliated training site). No shorts. Jeans are discouraged. A tie is recommended for men on weekdays and recommended on weekends unless described as optional in the specific department policy.

Fragrance: No strong colognes or perfumes as patients may be sensitive to strong fragrances.

Hands: Fingernails must be clean and short to allow for proper hand hygiene, use of instruments, prevent glove puncture and injury to the patient. Artificial nails do not allow for proper hand hygiene.

Hair: Mustaches, hair longer than chin length, and beards must be clean and well trimmed. Residents with long hair who render patient care should wear hair tied back to avoid interfering with performance of procedures or coming into contact with the patient.

Jewelry: Should not be functionally restrictive or excessive.

Piercings/ There should be no visible body piercings, with the exception of ears. Piercings which have religious significance are acceptable. There should be no visible tattoos.

Violation: If a resident is in violation of his/her department’s guidelines, he/she may be asked to return home to change into more appropriate attire. Repeat violations will result in a letter being placed in the resident’s permanent file, addressing deficiencies in the professionalism competency portion of training.

Departments should write a department-specific policy which may deviate from this policy as long as it adheres to these basic guidelines, as well as those found in the University Hospital Professional Image Standard 1-6.