

GUIDELINE

SUBJECT/TITLE: Attire for Faculty in the Practice Setting		PAGE: 1 of 3
RELATED POLICY: Attire for Students in the Practice Setting (Undergraduate Programs)	DATE ESTABLISHED: May 20, 2004	
AUTHORIZATION: Practice Policy and Procedure Committee Undergraduate Programs Committee Nursing Council	DATE LAST REVIEWED: November 6, 2020 (incorporated UC revisions) September 14, 2020 June 27, 2019 August 26, 2019 December 10, 2019	

Purpose: To ensure that faculty, as University of Calgary/Medicine Hat College representatives, dress appropriately in all practice settings. The Attire Policy has been developed to promote a professional image, providing a safe environment for the employee, the student and the patient, 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.

Note: Agency policies supersede the Faculty policy.

Policy: It is expected that practice faculty, in serving as role models for our students, will be professional in their dress and adhere to the same standards of practice attire as our students; however, a generic uniform is required. (As a representative of the University of Calgary/Medicine Hat College, practice faculty should not wear hospital issued uniforms while fulfilling teaching responsibilities.) When conducting university business, but not in uniform, faculty must be in business casual attire with University of Calgary identification (also refer to 6. below).

**Points of
Emphasis:**

- 1. Uniforms:** Uniforms are required for practice in hospitals, nursing homes and a variety of care centers. The Faculty of Nursing does not have a standard uniform for faculty. Faculty are to use discretion when choosing practice uniforms appropriate for the setting.
 - Faculty are advised to change out of their uniform and work shoes following each off-site practice shift. Uniforms and work shoes are considered vectors for transmission of pathogens.

- Long sleeve shirts (solid, non-patterned) may be worn under the uniform except in pediatric areas where appropriately patterned long sleeved shirts may be worn. (Specific unit policies may apply). Sleeves must be able to be pushed up, above the elbow, when providing direct hands-on patient care.

When uniforms are not required, (e.g. most community and mental health settings), faculty must be conservatively and appropriately dressed. Refer to respective course outlines or agency policy guidelines for specific details related to these expectations. The dress code in community agencies is determined by the type of agency in which the practice experience is occurring. Very casual clothes (i.e. sweat pants, yoga wear, tank tops, tracksuits, jeans, jean jackets, shorts, hats, sweat and t-shirts with logos) are not considered appropriate dress for faculty in a professional school (some exceptions may apply).

2. **Shoes:** Proper footwear must be worn during practice hours (on and off campus). 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. **Jewellery/Body Art:**
 - A watch marking seconds is required. 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.
 - Rings on hands should be limited to plain bands (may be required to be removed for some practice settings).
 - Medical alert identification is acceptable.
 - Piercings should be limited to plain studs or sleepers [may be required to be removed for some practice settings (e.g. Infectious Disease)].
4. **Personal Hygiene:**
 - Natural nails must be clean, healthy and short. No artificial fingernails and no nail polish may be worn in the practice setting.
 - Hair must be clean and neat and must not present a contamination or infection risk. When performing hands-on patient care, hair should be off-the-shoulder in length or tied back and should be restrained so as not to require manipulation or touching during patient care.
 - Groomed beards and moustaches must be neat; and, if required to wear a N95 mask must meet N95 standards.
 - No chewing gum is permitted.
5. **Fragrances:** Faculty should refrain from using fragrances as they can be harmful to clients and other health care professionals. Unscented personal hygiene products are recommended (i.e. deodorant, shampoo and soap).
6. **Identification Cards/Name Badges:** Practice faculty will receive a:
 - University of Calgary/Medicine Hat College, Faculty of Nursing, Name Badge (displaying first and last name) – is part of the uniform; therefore, must be worn at all times unless agency policy or clinical judgment precludes this.

And, if in an AHS setting with a practicum cohort of students:

- AHS Photo ID and Access Control Card – must be clearly visible at all times.

7. It is expected that the dress and deportment of faculty will be in accordance with the expectations of this policy and of the practice setting. Due to the admittedly subjective nature of what constitutes appropriateness, faculty are advised to consult with their practice setting if they are unsure of the suitability of their attire or their personal presentation.

References:

Alberta Health Services, “Hand Hygiene” Policy Level 1 (Document #: PS-02), 2011.

Alberta Health Services, “Personal Appearance of Staff” and “Dress Code and Identification” Policies.

Alberta Health Services, Practice Support Document Guidelines “Footwear for the Prevention of Slips, Trips and Falls”, 2013.

Moolenaar, R.L., Crutcher, J.M., San Joaquin, V.H., Sewell, L., Hutwagner, L.C., Carson, L.A., Robinson, D.A., Smithee, L.M.K., & Jarvis, W.R. (2000). A prolonged outbreak of pseudomonas aeruginosa in a neonatal intensive care unit did staff fingernails play a role in disease transmission? Infectional Control & Hospital Epidemiology, 21(02).