

# Dress Code Policy

Category:	Academic
Number:	TBA
Responsibility:	Associate Dean, Undergraduate Medical Education
Approval:	Student Academic Management Committee
Date:	August 17 2017, revision approved August 20, 2019, revision approved October 12, 2021 Review: October 2023

## Purpose:

The purpose of the *Dress Code Policy* is to prescribe college-level standards for professional attire are met by medical students when they are in clinical learning experiences including pre-clerkship clinical experiences, clerkship rotations and clinical electives. The policy also seeks to ensure that student attire does not pose a health or safety risk to patients, students or staff.

This policy is aligned with Schedule L of the [Clinical Placement Agreement \(CPA\)](#) which was developed by the Saskatchewan Academic Health Sciences Network and which went into effect on May 1, 2017. The CPA is a binding agreement between the College of Medicine, University of Saskatchewan, Saskatchewan Health Authority (SHA) formerly referred to as the Regional Health Authorities (RHAs) and the Saskatchewan Cancer Agency.

## Principles:

**Responsibility:** Medical students will make reasonable effort to ensure that they meet with requirements of the *Dress Code Policy* and will seek support from the Office of student Affairs if they are unable to meet a requirement.

## Definitions:

**Saskatchewan Health Authority (SHA) formerly referred to as the Regional Health Authorities (RHAs):** as defined by The Provincial Health Authority Act, provide most health services in Saskatchewan, either directly or through affiliated health care organizations.

**Saskatchewan Cancer Agency (SCA)** is responsible for the planning, organization, delivery and evaluation of cancer care and related health services throughout the province.

## Scope of this Policy:

This policy applies to all undergraduate students registered in the Doctor of Medicine (MD) program at the University of Saskatchewan irrespective of the geographically distributed site/campus to which they are currently assigned.

# Policy

## 1.0 Introduction

Students will wear attire deemed to meet the professional expectations and safety requirements of their educational program and their host SHA/SCA. Where appropriate and necessary, students will follow the protocols of individual departments, units or services that have specific dress code requirements.

## 2.0 Footwear worn during a placement:

- Must be closed toe and closed heel.
- Must be clean and in good condition.
- Must have soles that are non-marking and non-slippery.

## 3.0 Hair during a placement:

- Should be clean and well groomed.
- If long, should be tied or pinned back in patient care areas.

## 4.0 Beards and mustaches during the placement:

- Must be clean, trimmed and well groomed.

## 5.0 Fingernails during a placement:

- Must be clean and trimmed short.
- Shall not have nail polish.
- Are not permitted to include artificial/gel nails/nail extensions in patient care areas since they are a source for harboring and spreading infection.

## 6.0 Jewelry during a placement:

- Cannot present a safety hazard to patients and cannot interfere with job duties.
- Can include plain, flat, smooth rings such as wedding bands.
- Cannot include rings with exposed stones for infection and safety reasons.
- Can include chains if worn inside of clothing.
- Can include small stud like earrings.
- Will not include bracelets unless a medical **ID** bracelet
- Will only include watches if required by the education program, cleaned after each shift, and worn high on the arm or taken off during hand washing.

## 7.0 Piercings during a placement:

- May include a facial piercing if the jewelry is small and stud-like and is securely fastened.
- Shall not include piercings on the hand or wrist for infection control reasons.
- That are unhealed or infected will be covered and contained before commencing duty.

## 8.0 Tattoos during placement:

- Shall be covered if deemed inappropriate by the unit or service manager.
- That are unhealed or infected will be covered and contained before commencing duty

### **9.0 Cosmetics during placement:**

- Can be worn in moderation.
- Shall not include any perfume, cologne or other scented body products.

### **10.0 Personal hygiene**

- Students should practice good personal hygiene, including control of body odor and cleanliness, in order to promote a positive work environment and infection control.

### **11.0 Photo identification**

- Photo identification badges must be worn at all times during a placement in an SHA/SCA facility. The photo identification badge must be worn above the waist, with picture and name clearly visible to patients, staff and visitors.

### **12.0 Uniforms if required must be:**

- Changed daily.
- Changed during a shift if contaminated with blood or bodily fluid. The SHA/SCA will provide decontamination services if appropriate and provide the student with an alternative uniform for the remainder of that shift.
- Changed into on site and changed out of before leaving the facility.
- Deposited in an appropriate laundry bin for laundering services if the uniform was provided by the SHA/SCA.

### **13.0 Clothing must:**

- Be appropriate to a student's profession.
- Be clean, in good repair and appropriate in fit.
- Cover midriff and lower back.
- Not be low cut or tight (at the discretion of the instructor or unit manager).
- Fully cover undergarments.
- Clothing shall be cleaned daily, and changed during shift if contaminated with blood or bodily fluid.

### **14.0 Sweaters, lab coats or warm-up jackets**

- Gowns/ protective wear should be clean, appropriate in fit and changed daily. Sweaters, lab coats and warm-up jackets should not be worn in patient rooms unless they have a  $\frac{3}{4}$  length or shorter sleeve, or can be rolled up to  $\frac{3}{4}$  length.

### **15.0 Gowns/ protective wear**

- Gowns/ protective wear provided on a unit shall not be worn off the unit or for any other purpose than it was intended.

### **16.0 Consequences of Non-compliance**

- Students deemed to be in violation of this policy by the education program or the SHA/SCA may be asked to leave the clinical placement until they are able to meet the dress code requirements.

## **Responsibilities**

The Associate Dean, Undergraduate Medical Education, is responsible for providing oversight to the overall administration of the *Dress Code Policy*.

The Manager, Undergraduate Medical Education, with the assistance of the Undergraduate Medical Education Office, is responsible for the implementation, monitoring, maintenance, and evaluation of the *Dress Code Policy*.

## **Non-compliance:**

Instances or concerns of non-compliance with the *Dress Code Policy* should be brought to the attention of the Vice-Dean, Education or the Associate Dean, Undergraduate Medical Education, within the College of Medicine.

## **Procedures:**

The Manager, Undergraduate Medical Education, provides overall stewardship to the standard operating procedures associated with the *Dress Code Policy*.

## **Contact:**

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