

**CAROLINAS COLLEGE OF HEALTH SCIENCES
POLICY AND PROCEDURE**

STUDENT AFFAIRS

SUBJECT: DRESS CODE – STUDENT

REVIEWER(S): Provost*
Dean of Student Affairs and Enrollment Management

POLICY

At Atrium Health, students are considered part of the patient care team, and as such, must project a respectful, professional, competent image to teammates, patients, and fellow students. To project a professional image, to standardize expectations, and to be consistent with Atrium Health standards, students are expected to follow the specific standards of appearance outlined in this policy. This policy identifies specific expectations related to attire on the college campus or other non-patient care areas, as well as in patient care areas.

PROCEDURE

- A. College-issued identification badges will be worn at all times at chest level or above, with the student's picture clearly visible. Identification badges are provided by Atrium Health according to established policies and protocols.
- B. On the college campus, students are expected to dress modestly and in good taste, including but not limited to:
 1. Shorts should be no more than three inches above the knee.
 2. No exposure of midriff.
 3. No low-cut shirts or blouses.
 4. Undergarments should be worn but not visible.
 5. No profanity, slanderous or disrespectful images of language, or promotion of inflammatory causes.
 6. No pajamas or slippers.
 7. Students are expected to maintain good personal hygiene such that body odor, smoke, or other odors are not detectable. Students should refrain from wearing heavily scented products.
- C. For scheduled, clinical coursework, the following dress code applies to students in the clinical environment or participating in activities in the Carolinas Simulation Center and must be adhered to at all times:
 1. The official college-approved uniform must be worn. Uniforms must be clean, fit comfortably, giving you a full range of motion, and wrinkle-free.
 2. Pant length is the top of the shoe. Jogger pants are allowed, but socks must meet the bottom of the pants.
 3. Dress length is no shorter than the middle of the knee.
 4. Only white or teal jacket or required personal protective equipment (PPE) may be worn over the uniform.
 5. No exposure of cleavage or chest hair. Students may wear undershirts (short- or long-sleeved) or tank tops with no visible logos under the uniforms.
 - a. Nursing students: May wear white or black undershirts or tank tops.
 - b. Radiologic Technology students: Only white undershirt or tank top permitted.
 - c. Clinical Laboratory Sciences students: Undershirts must match shoes and socks.
 6. Undergarments are to be worn, but should not be visible, with no visible logos.
 7. Clean and polished shoes that are only leather or leather-style are required. Shoes are to have a solid top surface and closed toes.
 - a. Nursing and clinical laboratory sciences students: Must wear white or black shoes.
 - b. Radiologic technology students: Must wear white shoes.
 - c. Clinical laboratory sciences students: No clogs are permitted.
 8. Socks or hosiery covering the ankles are to be worn at all times.
 - a. Clinical laboratory sciences students: Socks must be white or black to match shoes.
 - b. Radiologic technology students: Socks must be white.

9. Acrylic or other artificial nail tips/ornamentation increase risks of transferred bacteria to patients. This includes acrylic nails (gel nails are acceptable), bending, tips, wrappings, jeweled, pierced, lettering, and tapes. These nails and products are not acceptable, except to clerical and professional staff not crossing over into any patient care duties. Nails are to be clean, neat, and trimmed, and no more than one-fourth (1/4) inch past the teammate's fingertip for teammates in clinical areas or handling patient supplies, medications, food, ice, or specimens. Clear or light-colored nail polish may be worn but may not be chipped.
10. Makeup must be light with natural colors only.
11. Hair is to be clean, neat, and controlled. Extremes in hairstyle and hair color are not acceptable.
12. Hair (short or long) which falls toward the face when the head is bent must be pulled away from the face with a plain band, clip, or barrette (no hair bows). Other headwear is not to be worn unless for approved religious or medical reasons.
13. Any facial hair is to be neatly trimmed and ensure the fit of any required respiratory masking. Perfume, cologne, or strong scents must not be worn.
14. Jewelry and other accessories are to be conservative and are not to interfere with the performance of job duties or cause a safety risk for the student, patient, or others.
 - a. One ring or one wedding set may be worn on either hand.
 - b. Studs are the only permissible piercing jewelry. Up to two earrings may be worn per ear. Visible body piercings are to be limited. Small studs are permitted.
 - c. No other jewelry may be worn except medic alert jewelry and a watch. Radiologic technology students are required to wear a watch with seconds displayed.

Tattoos that have profanity or are reasonably determined to be offensive to any group of persons are to be completely covered during work time. Examples of potentially offensive tattoos include designs that are violent, threatening, sexual, or that despoil religious symbols.
- D. For unscheduled but authorized, official student business in a clinical setting, such as researching an assignment or protocol, students may wear the college uniform as described above, or a college-approved white lab coat worn over business casual clothes.
 1. Business casual attire is modest, clean, and neat.
 2. No jeans, shorts or sandals are permitted.
- E. Other hospital-approved scrubs or uniforms are permissible in appropriate departments or clinical situations.
- F. For visiting a patient-care facility in an unofficial capacity, such as using the cafeteria or attending a meeting or a workshop, students should follow business casual guidelines. No jeans, shorts or sandals are permitted, and clothing must be modest, neat and clean.
- G. Students should refer to course syllabi for additional course-specific (e.g., labs) dress code requirements.
- H. Students who make inappropriate clothing or accessory choices will be counseled by their faculty member, program chair or by the dean for student affairs and enrollment management and may be sent home with a recorded class or clinical absence to change into acceptable attire. Violations will result in placement on an action plan or additional disciplinary action up to and including dismissal from the program and the college.
- I. Exemptions/exclusions due to religious or medical reasons may be approved with supporting documentation.
- J. The Dress Code-Student policy and procedure will be reviewed bi-annually.

REFERENCES

Related Policies to Consult

Carolinas College:

ACADEMIC - Student Action Plans

STUDENT AFFAIRS – Orientation and Onboarding for Students

Atrium Health:

ADM 270.05 - System Provided Scrub Wear

Enterprise Teammate Appearance Policy