

Professional Dress Guidelines (UAS policy)

Students must dress professionally. Students must present a professional appearance during any clinical experience including visits to prepare for clinical experience in an agency, participation in observational experiences, or interviews and assessments in the community. Professional appearance includes considering jewelry, hair, cosmetics, nails, hygiene, and clothing. Students must display proper facility appropriate identification, uniform and/or lab coat with College of Nursing monogram on the upper left chest and have the required equipment needed for clinical experiences. The ETSU identification name badge and monogrammed uniform/lab coat must only be worn during the clinical experiences, classes, and activities sponsored by the College of Nursing. (Exception: RN-BSN students are required to be in Professional Business Dress with lab coat or uniform.)

A. General Guidelines

1. Only the ETSU College of Nursing or agency specific student name badge should be worn in all skills lab and clinical sessions. Multiple student or employee name badges cannot be worn during ETSU clinical or community rotations. Name badges must be worn at chest level where they can be seen at all times.
2. White lab coats and scrub tops must have the CON logo monogrammed on the left chest.
3. Good personal hygiene and grooming are essential. Proper precautions must be taken to avoid odors related to foods, perfume, smoking, and/or lack of deodorant.
4. All clothing must be laundered, neat, and in good repair. Clothing must have appropriate fit and be opaque enough not to reveal undergarments.
5. No bare feet, open toed shoes, sandals, or flip flops are permitted. Heel height must be less than 2 inches. Closed toe clogs with socks are acceptable. Non-skid soles are recommended.
6. Hair and beards are expected to be clean, neat, and well groomed. Hair is to be secured away from the face and off the shoulders. Extreme hairstyles or coloration is not appropriate.
 - a. *The presence of COVID 19 patients, both known and unknown asymptomatic, has increased significantly in our facilities and widespread community spread of COVID 19 is present in the region. Ballard Health holds the students/faculty entering our acute care facilities to the policies and emergency operations procedures currently in effect for the COVID 19 response to ensure safety for our patients and health care team. As a result, the students and faculty are expected to comply with the expectation for facial hair recommendations as identified in the attached document. PAPR supply if indicated will be utilized exclusively for our direct health care team and not for students. (CDC information on following page after policy.)*
7. Nails must be well-manicured and kept short. Acrylic nails are not permitted. They harbor bacteria and increase the risk for infection transmission.
8. Tattoos must be covered.
9. Jewelry must be simple and unobtrusive. In the clinical setting, jewelry is limited to TWO pair of small earrings, simple flat rings, wedding or engagement rings, and fine neck chains.
10. Body piercings other than earrings are not to be visible.
11. Chewing gum is not permitted in clinical settings or when representing the College of Nursing at outside events.

B. Skills Lab Dress is worn for practice sessions held in the College of Nursing Skills Lab.

1. All clothing must be laundered, neat, and in good repair. Clothing must have appropriate fit and be opaque enough not to reveal undergarments. Sagging and/or tight-fitting clothing is

not acceptable.

2. Tops are not to be low cut, backless or revealing. Tank tops are not appropriate. All tops should be of sufficient length not to expose skin on the lower abdomen/upper waist/lower back. Basic t-shirts or polo shirts work best.
3. Modest shorts (mid-thigh length), capris, pants, or jeans can be worn. Short shorts and/or skin-tight shorts are not acceptable.
4. Wear comfortable shoes. Closed toed shoes with hard soles are required in the skills lab.

C. Professional Dress is worn for the following types of activities:

- 1) when students are representing the College of Nursing in the community,
 - 2) any time students are at the hospital but not providing direct patient care,
 - 3) when going to a clinical area (e.g., Operating Room) where the student will change into scrubs provided by the hospital.
1. Full length dress slacks or khakis with a collared shirt that is tucked in. Blue jeans or any other colored denim pants of any style are not acceptable. Clothes must be size appropriate as sagging or tight-fitting clothing is not acceptable.
 2. Dresses with a modest neckline (no plunging necklines or spaghetti straps/sundresses) and length (minimum knee level). Skirt with modest length (minimum knee level) with a blouse. Full length dress slacks or khakis. Blue jeans or any other colored denim pants of any style are not acceptable. Clothes must be size appropriate as sagging or tight-fitting clothing is not acceptable.
 3. Tops are not to be low cut, backless or revealing. The tops should be of sufficient length not to expose skin. Exposure of skin at the waist and above the knee is not acceptable.
 4. Shoes should have closed toes and non-slippery soles to minimize the risk of exposure and injury. Heels higher than 2 inches are not permitted. Non-skid soles are recommended.
 5. A white lab coat with the CON monogram should be worn over your street clothes with the College of Nursing Name Badge clearly visible.

D. Clinical Dress is worn when providing patient care in the hospital.

1. The scrub color of the College of Nursing uniform is **ceil blue**. All scrub tops must have the CON monogram. Scrubs must be clean and free of wrinkles and provide complete coverage from the shoulders to the feet. Each scrub set (top and pants) should be purchased from the same company (Landau, Cherokee, etc.) so the colors will match. The style of the scrubs is up to the student; however, the following types of scrubs are not permitted:
 - a. Scrubs tops that expose the stomach and/or lower back. Tops must either cover the pants to the hips or be tucked inside the pants. Under no circumstances should your stomach or lower back show. Turn, squat, and bend when trying on scrubs to make sure they provide appropriate coverage with activity.
 - b. Scrub pants secured only by a drawstring. Pants must be secured at the waist level – not at the hips – and stay there. Pants which are secured with an elastic waistband in addition to the drawstring are more secure.
 - c. Scrub pants which end in cuffs at the ankles. Pants should have hemmed leg openings.
2. Non-porous and continuous surface (no holes) shoes are required in all clinical facilities. Acceptable shoe colors are solid white, black, navy, or ceil blue. Neon and fluorescent colors/symbols, designs, signs and stickers are not acceptable. Clogs are acceptable if they have a completely solid top and a strap which secures around the heel. Athletic shoes are acceptable if they are made of a fluid resistant material (no woven or webbed tops). Shoes must be kept clean. Socks and/or hose must be worn with shoes.
3. Underwear must be worn. Choose full white or flesh colored underwear with no emblems or decorations that show through.

4. Colognes, perfumes, and scented lotions/powders are not permitted in the clinical setting.
5. A long sleeve or short sleeve white or navy crew neck shirt can be worn underneath the scrub top for additional warmth. The under shirt should be of sufficient thickness to be opaque. If a long sleeve shirt is worn, the cuffs must be tight enough to allow the sleeves to be pushed up and out of the way if needed. T- shirts with logos or designs are not appropriate. Thermal or silk long underwear is not appropriate as an under shirt.
6. Lab jackets are to be worn over the scrubs for additional warmth except when providing direct patient care. Sweatshirts, hoodies, and sweaters may be worn to the clinical site but may not be worn in patient care areas.

*Revised: Undergraduate Academic Standards Committee 2/28/17, 10/23/17; 02/25/19
Undergraduate Academic Standards Committee 10/20/14, 2/28/17, 10/23/17
Undergraduate Programs Faculty 12/12/14, 3/13/17, 11/13/17; 05/08/19; 11/16/20
CON Faculty Council 01/26/15*

COVID-19

A message from Ballad Health Corporate
Emergency Operations Center (CEOC)



Facial Hairstyles and Filtering Facepiece Respirators

Intended for workers who wear tight-fitting respirators

RESPIRATOR SEALING SURFACE

CLEAN SHAVEN ✓	STUBBLE ✗	LONG STUBBLE ✗	FULL BEARD ✗	FRENCH FORK ✗	DUCKTAIL ✗	VERDI ✗	GARIBALDI ✗	BANDHOLZ ✗
SOUL PATCH ✓	GOATEE (Careful! Chin hair may easily cross the seal) ✗	CHIN CURTAIN ✗	EXTENDED GOATEE ✗	CIRCLE BEARD ✗	ANCHOR (Careful! Chin hair may easily cross the seal) ✗	BALBO (Careful! Chin hair may easily cross the seal) ✗	VAN DYKE ✗	IMPERIAL ✗
SIDE WHISKERS ✓	MUTTON CHOPS ✗	HULIHEE ✗	HORSESHOE (Careful not to cross the seal) ✓	ZAPPA ✓	WALRUS ✓	PAINTER'S BRUSH ✓	CHEVRON ✓	HANDLEBAR ✓
PENCIL ✓		TOOTHBRUSH ✓	LAMP SHADE ✓	ZORRO ✓	VILLAIN (Careful not to cross the seal) ✗	FU MANCHU ✗	ENGLISH ✗	DALI ✗

*If your respirator has an exhalation valve, some of these styles may interfere with the valve working properly if the facial hair comes in contact with it.
 †This graphic may not include all types of facial hairstyles. For any style, hair should not cross under the respirator sealing surface.
 Source: OSHA Respiratory Protection Standard
https://www.osha.gov/pls/oshweb/owadisp.show_document?p_table=standards&p_id=12716
 Further Reading: NIOSH Respirator Trusted-Source Webpage
https://www.cdc.gov/niosh/npp/topics/respirators/disp_papr/bresource3fittest.html

Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health

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