

Policy Title	Nursing Student Dress Code
Policy Number:	ACA 1.04
Department:	BSMCON
Functional Area:	Academic Affairs
Contributing Department	
Approved by:	RHEI Leadership Team
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Manual	To be entered by Compliance360 System administrators or N/A if not in C360
Section	ACA 1

I. Mission, Vision and Values

This policy reflects our commitment to human dignity, integrity, compassion, stewardship, and service by guiding decisions and actions that uphold respect for all individuals and promote excellence in our work.

This policy aligns with our mission of extending the compassionate ministry of Jesus by improving the health and well-being of our communities and providing good help to those in need, especially the poor, dying, and underserved by ensuring that our practices support ethical, effective, and accountable service across all areas of the organization.

II. Policy

Nursing Student Dress Code

III. Purpose

To ensure that students uphold the high standards of the Bon Secours Mercy Health and the Bon Secours Memorial College of Nursing (BSMCON), a department operated and controlled by the Bon Secours Memorial Regional Medical Center, by demonstrating professionalism in both appearance and behavior.

IV. Scope

This policy applies to all BSMCON students.

V. Policy Details

This policy includes guidelines and is not all-inclusive to what is considered appropriate or inappropriate regarding appearance and attire on campus, in the practicum setting, or in a remote environment.

A. Professional Appearance Statement:

Students are expected to uphold the values of Bon Secours Mercy Health and the College by presenting themselves professionally in all academic and extracurricular settings. This includes adhering to the guidelines outlined in this policy while on campus, in practicum, and all other curricular or extracurricular activities.

B. General Appearance & Attire Guidelines- *On-Campus and Remote Class Sessions*:

1. Students are expected to dress appropriately while on campus and in remote course settings (i.e. classes held on Zoom). Clothing is considered inappropriate when it is strapless, backless, revealing, or shows the midriff. Dresses, skirts, and shorts should be no shorter than the fingertips with arms at sides. Camisoles or spaghetti strap shirts are not appropriate. Underclothing (panties, briefs, bra straps, etc.) should not be visible.
2. ID Badges:
 - a) ID badges should be visible and worn above the waist. Picture and name should be visible at all times.
 - b) No portion of the ID badge may be covered, punctured, or altered in any way, including stickers, pins, markers, or other objects that are not organizationally issued, that alter the picture name and/or title.
 - c) Additional "title badge" provided by the College designating "Student" shall be worn in plain view under the identification badge.
 - d) In lieu of ID badges during remote class sessions, students should have their first and last name visible on Zoom platform.

C. General Appearance & Attire Guidelines- *Remote Testing*:

1. Students are expected to dress appropriately as described in section B.1 above for all remote testing.
2. Head coverings, hats, hoodies covering the head, etc. are not permitted during testing. Ears must be always fully visible.
 - a) Exception: religious head coverings are permitted with prior notification.
 - b) Ear buds/headsets are not permitted during testing.
 - c) Smart watches are not permitted during testing.
 - d) Students should be sitting upright while taking a test, preferably at a desk, table, or using a lap desk.

D. General Appearance and Guidelines- *Clinical and Lab*:

1. Uniform:
 - a) The required elements of the royal blue uniform include: the scrub top with the College logo embroidered on the left side of the chest, the scrub pants, and an optional Nursing scrub jacket or provided white coat.
 - b) Approved fleece jacket and approved fleece vest may be worn over the uniform to and from the clinical setting but are prohibited in patient care areas.
 - c) The clinical uniform may only be worn in the clinical setting while in the student role.
 - d) Undergarments should not be exposed or visible through clothing.
 - e) Uniforms and/or scrubs are not required for open lab hours in the CSLC. Students are expected to dress appropriately as described in section B.1 above. Students must always have on their identification badge while in the CSLC.
2. Footwear:
 - a) Footwear should be professional and not pose a safety risk.
 - b) Shoes must be closed toe.
 - c) Croc-like type footwear with holes is not permitted.
 - d) Appropriate footwear includes athletic shoes or professional nursing shoes. Everyday footwear such as boots, mules, clogs, flats, etc. are not permitted. Footwear should be clean and in good repair (free of dirt, mud, stains, tears, etc.).
3. Jewelry, Watch, Earbuds, and Stethoscopes:

- a) Jewelry and other accessories, including piercings, should be moderate and not interfere with the essential job functions or pose a safety hazard to the associate or patient.
 - b) Some clinical units may require no jewelry for the safety of the patient and/or student. Practicum faculty will communicate this when applicable.
 - c) Ear buds are not permitted in the clinical setting.
 - d) Students must carry a stethoscope and wear a watch with a second hand in the clinical and simulation settings.
 - e) The use of a smart watch in the practicum setting is permitted but notifications must be silenced.
4. Head and Facial Hair:
- a) Hair should be clean, well-groomed, and should not contaminate the work environment.
 - b) Long hair and/or ponytails should not interfere with the essential job functions or present a safety hazard.
 - c) Beards and/or mustaches should be neatly trimmed and maintained so they do not interfere with the essential job functions or present a safety hazard.
5. Fingernails:
- a) Fingernails should be clean, well-trimmed and be moderate length to avoid being a safety hazard.
 - b) Per infection prevention guidelines, fingernail polish must not be chipped or worn off.
 - c) For safety or infection control reasons-artificial nails, enhancements, or overlays of any length for all direct care areas are prohibited. Artificial nails are defined as anything other than natural fingernails.
6. Tattoos:
- a) Tattoos cannot be profane, discriminatory, or create a hostile work environment; if so, they must be covered.
 - b) New and unhealed tattoos must be covered due to infection prevention guidelines.
7. Fragrances:
- a) Be mindful that people may be sensitive and/or allergic to fragrant products.
 - b) Personal fragrances (i.e., perfume, cologne, essential oils, lotions) should not be overpowering and should be subtle.
 - c) Free of unpleasant odor, including free of tobacco products.
8. Gum Chewing:
- a) Gum chewing is not permitted in the clinical, lab, and simulation settings.
9. ID Badges:
- a) ID badge expectations in the clinical and lab settings are the same as on campus expectations outlined above in section B.
- *This policy does not replace position or location-specific policies that outline uniform requirements and/or safety and infection prevention guidelines, but in addition to or used in the absence of a position or location-specific policy.*
 - *Guidelines for Observational/Specialty Experiences: For courses involving specialty or observational clinical areas, the College uniform must be worn to the specialty area and changed to the specified scrubs or attire. Some courses may require street clothing for observational/clinical experiences. The course syllabus/clinical faculty for such courses will outline the appropriate dress for these experiences.*

VI. Definitions

None

VII. Attachments

None

VIII. Related Policies and Procedures

None

IX. Regulatory Notices

Nothing in this policy creates a contractual relationship between Bon Secours Memorial College of Nursing (BSMCON), a department operated and controlled by Bon Secours Memorial Regional Medical Center, LLC, and any party. BSMCON, in its sole discretion, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.

X. Version Control

Version	Effective Date	Next Review Date	Description	Supersedes, if applicable	Prepared By
1.0	4/13/2020	N/A	Revision & New Template	N/A	CDDAA
2.0	5/11/2022	N/A	Updates DI language, Minor Clarifications	1.0	CDDAA
2.1	9/1/2023	N/A	Corrected uniform description-minor	2.0	CDDAA
3.0	3/3/2025	3/3/2028	Revision	2.1	CDDAA
1	3/3/2025	3/3/2028	Version changed – BSMH Template Adopted	2.1	CDDAA

This policy/procedure/guideline is not intended to establish a standard of clinical or non-clinical care or practice. Rather, this policy/procedure/guideline creates a general tool to help guide decision-making with the understanding that different action(s) may be necessary in response to the totality of the circumstances presented.

Sites revised 05/06/2025- Bon Secours Mercy Health adopts the above policy, procedure, policy &

procedure, guideline, manual / reference guide / instructions, or principle / standard / guidance document for all Bon Secours Mercy Health entities including, but not limited to, facilities doing business as Mercy Health – St. Vincent Medical Center, St. Vincent – St. Charles Hospital, St. Vincent – St. Anne Hospital, Mercy Health – Perrysburg Medical Center, Mercy Health – Tiffin Hospital, Mercy Health – Willard Hospital, Mercy Health – Defiance Hospital, Mercy Health Allen Hospital LLC, Mercy Health - Lorain Hospital, Mercy Health St. Elizabeth Youngstown Hospital, Mercy Health St. Joseph Warren Hospital, Mercy Health - St. Elizabeth Boardman Hospital, Mercy Health - St. Rita's Medical Center, Mercy Health – Springfield Regional Medical Center, Mercy Health - Urbana Hospital, Mercy Health - Anderson Hospital, Mercy Health - Clermont Hospital, Mercy Health – Fairfield Hospital, Mercy Health - West Hospital, The Jewish Hospital – Mercy Health, Mercy Health – Kings Mills Hospital, LLC, Mercy Health - Lourdes Hospital LLC, Mercy Health – Marcum and Wallace Hospital, Chesapeake Hospital Corporation DBA Rappahannock General, Maryview Hospital, Bon Secours Richmond Community, Bon Secours Memorial Regional Medical Center, Bon Secours – St. Mary's Hospital, Bon Secours St. Francis Health System, Bon Secours St. Francis Medical Center, Bon Secours Mary Immaculate Hospital, Bon Secours - Southside Medical Center, Bon Secours Mercy Health Franklin, LLC, Southern Virginia Medical Center, and Bon Secours Harbour View Medical Center. This also may apply to Bon Secours Mercy Health Medical Group LLC and its medical group affiliates.