

Policy Title	Student Dress Code
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Department:	SCHS
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

Student Dress Code

III. Purpose

To ensure that students uphold the high standards of Bon Secours Mercy Health (BSMH) and Southside College of Health Sciences (SCHS) by demonstrating professionalism in both appearance and behavior.

IV. Scope

This policy applies to students when they are in any College educational setting. Students who fail to adhere to this dress code may be asked to leave the classroom, Clinical Learning Center (CLC), laboratory setting, or the clinical setting until the necessary changes have been made.

V. Policy Details

Campus Dress Code for All Programs

- While on campus, a clean and well cared for appearance should be maintained.
- Must wear approved program clinical uniform or medical scrubs (top and pants) when attending class, laboratory, and school related functions. Program specific requirements are listed below.
- BSMH issued identification badge must be worn above the waist in an upright, readable position with the name and photo visible. May not use stickers, tape, pins, or other objects that are not BSMH/SCHS issued or that cover information on the badge. Additional "title badge" provided by the College designating "Student" shall be worn in plain view under the identification badge.

Clinical Dress Code for DMS & RAD

- BSMH issued identification badge must be worn above the waist in an upright, readable position with the name and photo visible. May not use stickers, tape, pins, or other objects that are not BSMH/SCHS issued or that cover information on the badge. Additional "title badge" provided by the College designating "Student" shall be worn in plain view under the identification badge. Where applicable, identification badges may not be required **or may be modified as appropriate** in some settings due to infection control procedures or safety precautions.
- Undergarments (slips, bras, briefs, boxers, camisoles, and panties) are required in coordination with outerwear, but may not be visible through clothing and must be covered entirely by clothing.
- Sunglasses may not be worn. However, eyewear that changes shade while exposed to sunlight, except where prohibited for safety reasons or department-specific guidelines, may be worn.
- Hats are not permitted while in uniform unless for safety, sanitation, or infection control purposes. Hair should be clean and well-groomed. If hair is beyond shoulder length it should be worn in a ponytail or otherwise pulled back. Any extreme look is not permitted. Unnaturally colored hair or glittered hair spray is not permitted. If headbands are worn, they must be clean and a neutral color. Male students may have a well-groomed beard, mustache, or goatee. Male students must wear a crew neck undershirt under the uniform.
- Fingernails should be kept clean, well-groomed, and no longer than the tip of the finger. No polish permitted, natural nails only. Use of artificial nails, enhancements, overlays, or extenders (glue-on, acrylic, or press-on types) is not permitted. Artificial nails are defined as anything other than natural fingernails. Nail jewelry is not permitted.
- Limited amount of jewelry is allowed but may not pose a safety hazard, infection control risk, or interfere with patient care. Students may wear a watch and a wedding band with an engagement ring unless prohibited by infection control policies. Students may wear up to two earrings only in each earlobe in matching sets. Earrings should not be oversized or extend more than ¼" below the ear lobe. Ear gauges are not permitted. Facial and other body jewelry or piercings are not acceptable. If the jewelry is unable to be removed, then it must be covered with a bandage. Necklaces are not permitted.
- Visible tattoos are allowed as long as they are not offensive or profane as determined by faculty and/or administration. Any new or non-healed tattoos must be covered in a manner compliant with infection control standards.
- Make-up and perfumes/colognes should be subtle. Make-up may be worn in soft shades that complement natural skin tones. Students should wear subtle perfumes/colognes/deodorant due to close contact with others. Some clinical areas may prohibit all scents if they pose a hazard to patients or associates.
- Gum chewing is not permitted.
- Students must comply with all facility (clinical affiliates) and/or departmental policies and protocols regarding uniforms, personal protective equipment, and other attire relating to clinical matters such as infection control and patient safety.
- This policy is not inclusive of all appearance and attire that is deemed appropriate or inappropriate. SCHS reserves the right to exercise its discretion to determine additional appropriateness for a professional environment.
- Exceptions may be made for religious beliefs as long as attire does not interfere with patient care or present a safety hazard.
- Approved school fleece jacket and/or vest may be worn over the uniform unless it poses an infection control

risk or will interfere with patient care.

Diagnostic Medical Sonography Clinical Dress Code

- The required elements of the program clinical uniform are a pewter scrub top with the College logo embroidered on the left side of the chest, black scrub pants, and a black scrub jacket. Black or white t-shirts with no visible writing may be worn under the scrub top.
- Shoes must be clean, all black leather or synthetic leather closed heel and toe. Shoelaces must be clean and the same color as shoes.
- Solid black socks or black stockings are part of the uniform.
- The clinical uniform may **only** be worn in the clinical setting, laboratory setting, and the College while performing SCHS duties.

Radiologic Technology Clinical Dress Code

- The approved elements of the program clinical uniform are a ceil blue scrub top with the College logo embroidered on the left side of the chest, black scrub pants, and a black scrub jacket. Black or white t-shirts with no visible writing may be worn under the scrub top.
- Shoes must be clean, majority black leather or synthetic leather with a closed heel and toe. Shoelaces must be the same color as shoes.
- Solid black socks or black stockings are part of the uniform.
- College issued radiation monitoring badges and radiographic markers must be worn and carried all times.
- The clinical uniform may **only** be worn in the clinical setting, laboratory setting, and the College while performing SCHS duties.

Registered Nursing Clinical Dress Code

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: Remote Class Sessions & Testing

1. Students are expected to dress appropriately while in remote course settings (i.e. classes held on zoom, remote testing). 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. In lieu of IDs during remote class sessions, students should have their first and last name visible on zoom platform.
3. 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.
4. Ear buds/headsets are not permitted during testing.
5. Smart watches are not permitted during testing.
6. Students should be sitting upright while taking a test, preferably at a desk, table, or using a lap desk.

C. General Appearance and Guidelines- Clinical and Lab:

1. Scrubs:
 - 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 option Nursing's 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) Students are permitted in the CSLC during open lab hours for practice in campus dress code. 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 and not have holes such as Crocs. 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 and well-groomed. It 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 should be clean and well-trimmed.
 - a) Per infection prevention guidelines, fingernail polish must not be chipped or worn off. Nails should be an appropriate moderate length to avoid being a safety hazard.
 - b) 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) Tattoos must also be covered if they are new and unhealed 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 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, etc., 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.
- 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

N/A

VIII. Related Policies and Procedures

None

IX. Regulatory Notices

Nothing in this policy creates a contractual relationship between Bon Secours Southside College of Health Sciences (SCHS), a department owned and controlled by Bon Secours Mercy Health Petersburg, LLC (d/b/a Southside Medical Center), and any party. SCHS, 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	8/22/2022	N/A	Revised and new template	N/A	RHEI Leadership Team

2.0	5/15/2025	5/15/2028	Requirement updates & Revisions	1.0	CDDAA
1	5/15/2025	5/15/2028	Version Changed – BSMH Template Adopted	2.0	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.