




# National University of Health Sciences General Policies

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## Grooming and Attire Standards

Every college or university has an obligation to clearly state the standards which it considers essential to its educational mission and its community life. In the furtherance of National University of Health Sciences (NUHS) mission to provide and promote quality health science education by being progressive, knowledgeable, and academically sound in the clinical skills and the ethical practice of the healing arts and sciences of all the University programs; NUHS has established a range of grooming and attire standards that shall apply to all students enrolled within the University's teaching sites and clinics. In doing so, the University has sought to strike a balance between existing cultural norms in grooming & attire trends, and the University's responsibility to train future healthcare providers to look and act as highly skilled professionals.

The reason that NUHS has updated the grooming & attire standards at this time, is to underscore the institution's dual commitment to academic excellence and professional development which is commonly associated with healthcare practitioners who have been trained to look, act, and communicate as role models of professionalism. Emphasizing that these standards must be **acquired** and **developed** between new student orientation and the start of clinical internship fosters greater self-awareness of the personal responsibility each student has to frame the boundaries of their own personal appearance preferences and their individual expressions of fashion to the standards of the University, the expectations of the public and the profession they hope to represent.

## Enforcement of the Grooming & Attire Standards

NUHS shall resolve infractions or disputes involving grooming & attire standards by having an "informal conference" occur between a student/intern (who may/may not be violating the grooming & attire standards) and a University official appointed by the President to resolve dress code issues using the fair, unbiased and expeditious methods described within the framework of the "informal conference" as outlined below:

- The format shall be private, informal & conversational. Anonymous complaints will not be accepted. A complainant must provide their name (in confidence) to the appointed official for the complaint/notice to be acted upon. Complaints can be made by phone, email or private meeting. The official shall inquire, gather, and

review information about the reported student/intern grooming & attire issues and evaluate the accuracy, credibility and sufficiency of the information before meeting privately with the reported student/intern on the same (or following) day the notice/complaint/allegation has been received.

- During the informal conference, reported grooming & attire infractions will be equitably & impartially compared to the published grooming & attire standards. The student's/intern's self-awareness and personal perspective of the grooming/attire issue will be solicited and the student/intern will be encouraged to offer any mitigating circumstances for the official to consider.
- Variations from the dress standards will be corrected through a well-reasoned & persuasive discussion that should focus on a central theme that a true profession (and likewise, its members) functions under a spirit of *autonomous* regulation. For a future professional that means: *self-regulation via self-awareness*. Punitive sanctions should be imposed only as a last resort.
- Deliberate and/or unintentional wrongdoing should be resolved quickly and fairly, concluding with a *briefly-written mutual (signed) agreement* explaining what the current infraction/issue was (or was not), and how future infractions or dress standards issues will be avoided going forward.

The grooming and attire standards have been drafted to avoid using discriminatory terms or descriptive expressions that marginalize a specific person(s) or reinforce individual/group stereotypes. Enforcement of the standards shall be applied using: informational sessions at orientations, well-publicized rules, a non-confrontational meeting (informal conference) to discuss & resolve attire/grooming issues, a briefly-written mutual (signed) agreement and the authority to reinstate student/intern back into class or clinic duties as soon as the appointed official so directs.

The rationale for this enforcement approach:

- To avoid prohibited application of dress standards on the basis of age, disability, sex, race, color, gender identity or expression, sexual orientation, religion, nationality, citizenship status, genetic profile, marital or parental status, political affiliation, social standing, ethnicity, body type/size, or status as a veteran;
- To help a student/intern quickly resolve a grooming/attire issue and minimize loss of class time or intern continuity of patient care within the clinic;
- To avoid disputes between a student/intern and an instructor/clinician arising from personal bias, a power differential, insensitive or inflammatory language (used by either party) during a class or while on-duty in the clinic resulting in a disruptive or traumatizing confrontation, public shaming, disciplinary charges, and unnecessary depletion of teaching and/or learning time, skill development and personnel resources.

### **Standards for ALL Students**

National University of Health Sciences has established a range of grooming and attire standards, within which, all students will be expected to frame the boundaries of their personal appearance preferences and expressions of fashionable attire. The on-campus standards apply to **all students** (*when not involved in clinical activity*) where the public is usually not expected to be present (e.g., lecture or lab venues) during regular hours when courses are scheduled and during any on-campus community activity or event such as a health fair or commencement. These standards reflect a broad range of prevailing societal norms primarily modeled after students who are also enrolled within graduate or professional degree healthcare programs.

These general standards use non-discriminatory terms to avoid reinforcing stereotypes. The **restrictions** are few:

1. Clothing or accessories with either words or images that can reasonably be construed as: derogatory, violent, profane, racist, vulgar, obscene or lewd messages
2. Clothing must be worn in a way that genitals, buttocks, chest, breasts, nipples and undergarments are fully covered with opaque fabric. Sheer or mesh fabrics, and exposed areas of skin created by factory design or self-made modifications including deep-set or unbuttoned exposure of the chest, exposed back and/or abdomen, or sleeveless openings exposing the underarm area, chest or side of the breasts.
3. Strongly scented perfumes/colognes, deodorant, body wash or lotions.

**Standards for Interns**

= Exception

<p><u><b>Acceptable Attire</b></u></p>	<p><b>Note: Religious head &amp; neck wear is permissible while on duty.</b></p> <p>Clothing style must reflect a professional image, and must, therefore, generally be conservative. Interns should wear conservative styles for below-the-waist attire (dark-colored leggings/yoga pants <u>are</u> allowed), and a similar style garment should be worn above the waist (a tie <u>must</u> be worn with a “collared” top, <u>no</u> polo or casual shirts allowed, but a neck scarf that does not drape or fall on a patient/client or interfere with an interns’ field of vision <u>is</u> allowed).</p> <p><input checked="" type="checkbox"/> <b>MT students are permitted to wear (non-religious) head-scarf and/or sweat-band while on duty, but, it must not drape or fall on a patient/client or the treatment/work area.</b></p>
<p><u><b>Prohibited Attire</b></u></p>	<p><b>Includes, but is not limited to:</b> any sheer, mesh or see-through fabric or style that exposes genitals, buttocks, chest, breasts, nipples, undergarments, and expose areas of skin by factory design or self-made modifications including deep-set or unbuttoned exposure of the chest, styles that expose the back and/or abdomen, sleeveless openings that expose the underarm area, chest, or side of the breasts. Also, athletic wear, denim blue jean-style clothing; shorts, sweat suits, sweat pants, sweat shirts, warm-up suits, beach attire; or attire made of metallic fabrics; coveralls; cutoffs, and tee shirts are not permitted while on duty.</p> <p>Clothing, pins, buttons, emblems or insignia bearing a political, controversial, inflammatory or provocative message is <u>not</u> permitted.</p> <p>Hats and sunglasses are not to be worn while on duty unless the intern is outside, or there is a medical reason to wear them indoors.</p>

<b>Identification</b>	Name tags must be worn while on duty and must be visible at all times. The name tag must be worn above the waistline so that it is easily visible.
<b>White Coats</b>	White coats must be cleaned regularly and be in good condition.  <input checked="" type="checkbox"/> <b><i>Massage Therapy students are <u>required</u> to wear clean, short-sleeved scrubs and gym shoes within their technique classes and/or any clinical activity involving patient contact within the Massage Therapy clinic.</i></b>
<b>Shoes / Footwear</b>	Shoes must be clean and in good condition. The height and style of shoes should emphasize safety and infection control in the work environment. OSHA regulations prohibit wearing open-toed shoes in the clinical setting. Therefore, thong style shoes/flip flops/beach sandals are prohibited. OSHA also stipulates that shoes must be worn with fully enclosed heels, secured with a heel strap for safety reasons. Gym or athletic shoes worn for sports participation are prohibited.  <input checked="" type="checkbox"/> <b><i>Massage Therapy students are <u>required</u> to wear <u>gym shoes</u>.</i></b>
<b>Jewelry/Piercings</b>	Jewelry and other accessories, if worn, must be professional and appropriate for safety in patient care areas. Ear piercings including studded earrings and small hoops; gauged earrings or nath (nose ring) less than ¼ inch in diameter may be worn. A small stud or a nath may be worn on one side of the nose.  Interns may wear up to two earrings in each ear and/or a single small nostril post not greater than ¼ inch across. No other jewelry may be worn with piercings on the face/head/neck/ears or other visible parts of the body. Interns who have multiple, visible piercings must not wear more than the <i>allowable</i> amount and will be asked to remove all jewelry from piercings in excess of the <i>allowed</i> earrings or nasal post. Jewelry adorning body piercings (other than ears and nose as described above) and jewelry or other objects that pierce the nasal septum or tongue are not permitted while on duty.

<b><i>Tattoos/Body Art</i></b>	<p>Interns are required to cover tattoos with effective covering in order to maintain a patient-friendly, inoffensive, professional environment that promotes a sense that our patients/clients &amp; visitors are not only welcome but their overall comfort and ability to feel at ease in our clinic will not be adversely influenced by the grooming, attire, hygiene or personal accouterments of style worn by any NUHS intern.</p> <p>Every effort must be made to effectively cover visible tattoos. "Covering" will typically mean wearing a fully-buttoned, collared top, turtleneck/mock-turtleneck, or long-sleeve top to cover tattooed arms and wrists.</p> <p>Single, small tattoos, such as an ankle flower, a bracelet, or a ring tattoo are permitted, provided they are not on the face and do not cover more than approximately two square inches of skin.</p> <p><b>☒ <i>MT students are <u>not</u> expected to cover tattoos/body art on their arms or hands. Also: Henna temporary body art is permissible for 1-3 weeks.</i></b></p>
<b><i>Personal Hygiene-Hair</i></b>	<p>Hair must be clean and well groomed. Hair is to be of a natural color and shade, unnatural coloring (e.g., green, pink, purple, etc.) is not permitted. Long hair must be tied back if it drapes or falls on a patient or interferes with an interns' field of vision. Facial hair is acceptable, provided it is neatly trimmed.</p>
<b><i>Personal Hygiene-Nails</i></b>	<p>Clean nails – Fingernails should be kept clean and of appropriate length. For clinical areas, nails should be kept short for safety purposes. Artificial nails and nails with decals are prohibited to those providing direct patient care.</p>
<b><i>Personal Hygiene-Scents/Odors</i></b>	<p>Cosmetic fragrances, after-shave lotion, scented hand or body lotions and the lingering smell of tobacco should be limited/minimized to avoid allergic reactions within diverse population settings such as an NUHS clinic and should be avoided.</p> <p><b>Note:</b> NUHS is a smoke-free campus.</p>