

<b>UBC School of Nursing Policy</b>	<b>Approval Date:</b> Sept 25, 2008
	<b>Date of last revision:</b> Sept 2021; October 2024
<b>Title:</b> Professional Appearance for Practice Learning Experiences in the BSN Program	
<b>Responsible Executive:</b> Associate Director, Undergraduate Program	

**Purpose:**

The purpose of this policy is to provide guidance to students about presenting a professional appearance in the practice setting. The expectations for professional appearance in practice learning is guided by principles of:

- Professionalism
- Infection control
- Personal safety
- Role identification

Good judgment should be exercised when making decisions as to what is appropriate appearance in a given practice experience. If an agency has specific requirements not covered by this policy, students must conform to those requirements. Consideration may be made for individual dress that is specific to cultural or religious beliefs, typically in consultation with practice course leaders and clinical instructors.

**Policy:**

**Principle: Professionalism** - To enhance professionalism by presenting a professional appearance.

- a. Students must wear a standard UBC School of Nursing uniform (i.e., navy blue scrubs with UBC School of Nursing logo) in agencies where a uniform is required.
- b. In settings where uniforms are not required (i.e., community), neat, clean, appropriate clothing must be worn. Jeans are not usually acceptable.
- c. Presenting a professional appearance can enhance the development of a respectful relationship with clients and enhance personal safety. Therefore, in practice learning experiences students are required to:
  - Ensure abdomen, back, chest, shoulders, and upper thighs are fully covered through all range of movement while providing client care
  - Avoid casual clothing such as sweatshirts as over garments
  - Ensure that pants are hemmed above the heel line
  - Consult with the Practice Course Lead(s) and Nursing Practice Educator regarding any concerns or questions that may arise related to professional appearance

- d. Students who do not conform to the requirements for professional appearance may be asked to leave the practice learning area. Any time away from practice learning experiences will then be considered under the conditions outlined in the BSN Missed Practice Learning policy. This will delay their practice learning experience and potentially impede their ability to meet the course learning objectives and BSN practice competencies to successfully pass the course.
- e. While on a practicum site, students also must follow any directions from the practicum agency regarding professional appearance, infection control, personal safety and professional standards.

**Principle: Infection Control** - To prevent the spread of infection and maintain aseptic technique.

#### Hair

- Neat, clean and off the face.
- Long hair to be tied back and off the collar/shoulder.
- Facial hair must be clean, trimmed or neatly secured.

#### Fingernails

- Short - no more than 3mm in length.
- No fingernail polish, artificial nails and/or nail extenders.
- No nail jewelry.

#### Jewelry

- Must be kept to a minimum (e.g., religious artefacts of faith, a plain wedding band, small non-dangling earrings and medical alert bracelets).
- Small stud(s) only in any visible body piercing.
- Watches may be carried on your person in a pocket, or they may be a lapel style watch pinned to your uniform. Watches are not to be worn on the wrist.

#### Clothing

- Uniform is clean and in good condition.
- Shoes are clean, dedicated to practice and not used for day-to-day wear (see additional requirements below for safety and/or agency guidelines where applicable).

**Principle: Personal Safety** - To maintain personal safety while in the practice setting.

Shoes – WorkSafe BC provides guidelines and requirements for safe footwear that apply in the practice setting. The purpose of these requirements is to provide additional protection from: slippage, penetration or puncture from a sharp object, exposure to hazardous material of fluid spill, abrasion, cuts or bruising.

- Style – footwear that completely enclose the foot from heel to toe including covering the top side of the foot (metatarsal).

- Sole - non-wooden; slip resistant.
- Athletic Shoes - must be made of durable material, no mesh or thin material.

**Principle: Role Identification** - To promote communication of student and/or clinical faculty role by clearly identifying name and position.

Students are required to wear UBC/School of Nursing photo identification in all practice settings for identification and liability purposes. Some practice settings also require agency photo identification.

**Related policies:**

- Requisites for BSN Practice Education
- BSN Professional Conduct

**References:**

- BC Student Practice Education: <https://spe.healthcarebc.ca/Pages/Resources-and-Tools.aspx>
- WorkSafeBC. Occupational Health and Safety Regulation. Part 8: Personal Protective Clothing and Equipment: <https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-regulation/part-08-personal-protective-clothing-and-equipment#SectionNumber:8.22>