



School of Pharmacy

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www.mun.ca/pharmacy

Guidelines for Professional Attire

As members of the profession of pharmacy, students are expected to adhere to professional standards, including dressing in a manner that conveys a professional image. Presenting a professional image contributes to how you, and the organization you represent, (e.g., School, practice experience site) are regarded by colleagues, patients, clients, and the public; there is evidence to suggest that the appearance of the care provider impacts patients' sense of confidence in the care they receive^{1,2}.

In **professional environments**, students should wear clothing and footwear that is suitable for the setting or workplace. Students should be well-groomed and follow high standards of personal hygiene and cleanliness.

Professional environments include: Pharmacy Practice labs; delivery of a presentation; **practice experience rotations***; public interactions, such as service learning, professional volunteer activities; and professional conferences and events. The following **guidelines for professional attire** should be adhered to in these environments:

- Clothing must be neat, clean, well maintained and wrinkle-free, as well as proper-fitting, and non-restrictive to enable safe movement.
- Garments with words or pictures which may be offensive, demeaning, or discriminatory to others are not permitted.
- Shoes must be clean, in good repair, provide traction, cover the heel and toes, and provide comfort and support. Shoes should meet the health and safety practices of the particular setting you are in.
- Scented products (e.g., hair products, deodorant, perfume/colognes/aftershave, lotions, etc.) may cause adverse effects in others and should not be used.
- A clean, pressed white lab coat should be worn, unless otherwise specified.
- Proper identification (i.e., a **name tag** which clearly identifies you as a Pharmacy Student) must be worn.
- Casual or dress down days are permitted only where formally endorsed by the School or host organization.

***During practice experience rotations, students must adhere to the dress code of the pharmacy or institution to which they are assigned, where specified. Students are advised to check with the site/preceptor prior to the start of a rotation regarding site-specific dress and hygiene/ grooming policies, including scent-free policies.** In some instances, policies may extend to those regarding jewelry, adornments (body art, piercings) and other apparel to promote safe freedom of movement within the practice environment, meet

infection control standards, and comply with occupational health and safety requirements of the host organization.

The table which follows provides examples of attire which would meet or not meet professional standards. In case of circumstances where adherence to these guidelines may cause difficulties, accommodations may be considered if sought in advance and evidence of acceptable cause is provided.

Professional Attire Standards		
Attire/ Grooming	Appropriate Attire/Grooming Examples	Inappropriate Attire/Grooming Examples
Pants, Skirts, Dresses	Business casual attire Dress pants/slacks, business capri pants, dress leggings/tights (when worn with a tunic top that extends at least to the mid-thigh) Business dresses/skirts (which are no shorter than 10 cm above the knee)	Denim or jeans of any type, athletic pants, yoga wear, overalls, shorts, pajamas Overly casual athletic leggings, or leggings not appropriately covered to the thigh with a top
Tops, Shirts	Blouses, sweaters, turtlenecks, or sport/polo shirts with collars. Button up or button-down shirts.	Any top that does not cover to top of pant or skirt (e.g., crop, midriff-exposing) Tops that expose areas of the body usually covered by clothing in the workplace (e.g., halter, tank, spaghetti strap, sheer, or lowcut tops) T-shirts, sweatshirts, hoodies
Fit and Appearance	Clothing that is moderate in style, neat, clean, pressed, and hemmed so as to not pose a health and safety risk Clothing that fits properly, and allows for ease of movement Clothing that covers undergarments and ensures that postures such as bending and reaching don't compromise coverage	Clothing that is stained, frayed, dirty, faded, wrinkled, 'pilly', ripped Clothing that is too tight to allow movement, unhemmed, too loose as to catch on items, or appear ill-fitting Excessively casual or recreational clothing such as that you would wear to the gym, beach, etc. No adverts, cartoons, offensive language, profanity, or images that promote violence
Footwear	Loafers, dress shoes, walking shoes, dress sneakers Heels of a reasonable height – 3" or under, not posing a health and safety hazard	High heels (> 3-inch heels), stiletto heels, boots that come above the knee, beach style footwear (e.g., sandals, flip flops), athletic shoes, skater shoes, Birkenstocks or slippers Footwear that may present a danger with respect to health and safety or infection control standards (e.g., made of permeable materials such as mesh or canvass which may increase exposure to punctures (needles, sharps, or glass) or hazardous chemicals/liquids; open-toe or open-heel shoes)

Hair, Facial Hair	Clean, neat and tidy, styled off the face and out of the eyes Beards should be neatly trimmed	
Hands, Nails	Neat, clean and well-groomed with fingernails short to medium in length	Artificial nails may not be permitted in some settings, such as patient care areas, as an infection control measure
Miscellaneous	Headscarves or other garments worn for religious purposes Restrict jewellery to small pieces that do not dangle or impede patient care in any way	Caps, hats or sunglasses

Policies Consulted:

1. Eastern Health Dress Code Policy
2. Horizon Health Network Dress Code Policy
3. The University of Pittsburgh School of Pharmacy Student Dress Code Policy

Adopted by Academic Council on Sept. 20, 2017

1. Rehman SU et al. What to wear today? Effect of doctor's attire on the trust and confidence of patients. *Am J Med.* 2005;118(11):1279-1286.
doi:10.1016/j.amjmed.2005.04.026.
2. Khanfar NM et al. Patient attitudes toward community pharmacist attire. *J Pharm Pract.* 2013;26(4):442-447.
doi:10.1177/0897190012465956