Rehabilitation Services Dress Code

Dress codes support safety standards, support infection control guidelines, promote a professional image and contribute to a healing environment. A professional appearance inspires confidence in patients, families and coworkers and communicates respect for the clients we serve.

The following dress code guidelines are expectations for staff and students providing patient care at all Rehabilitation Services locations in our system. Some sites may have additional requirements like a specific color scrub (if worn). Your fieldwork coordinator/CI will communicate any site specific requirements in a confirmation letter prior to your affiliation. If you plan to purchase scrubs, it is recommended you contact your fieldwork coordinator/CI to assure compliance with site standards.

Dress Code Expectations:
- Fairview/Health East photo identification must be worn above the waist with the photograph visible. The photo and badge may not be altered.
- Hair (including facial hair) must be clean and neat and worn in a style that does not interfere with job function.
- Personal hygiene is essential. Perfumes and scented aftershaves are not acceptable as they can be offensive to ill patients or trigger allergic reactions.
- Artificial fingernails, enhancements, extenders or acrylic overlays are prohibited. Anything applied to nails other than polish is considered an enhancement. Nail polish must be kept clean with no chips. Keep nail length less than ¼ inch.
- For safety and infection control; jewelry should be limited to a ring, watch, small necklace and small earrings. Your supervisor may ask you to remove piercings or cover tattoos that may be offensive to patients or that may affect safe patient treatment.
- Jewelry or buttons with political or controversial messages or advertisements are not permitted while on duty.
- Clothing must be neat, clean, non-transparent and in good condition. It should fit comfortably, allowing full range of motion.
- Necklines of shirts and dresses should be non-revealing. Undergarments should not be visible.
- Clothing should not have wording or advertising displayed unless it has a Fairview or professional association logo.
- Dresses or skirts will be no more than 4 inches above the middle of the knee.
- Shoes must have a closed toe, be clean, and have quiet soles. Hosiery or socks are required.
Examples of appropriate dress:

- Tailored pants including dress pants, khakis, Capri’s or corduroys
- Collared shirts/blouses or sweaters; sleeveless tops are not permitted for patient care staff
- Dresses or skirts including skirts that are split at or below the knee
- Standard or patterned uniform pants, scrubs and lab jackets may be worn
- Leather shoes, clean athletic shoes, boots, flats, clogs or low-heeled shoes

The following dress is not appropriate:

- Blue or faded jeans
- Shorts
- Clothing that exposes any part of the stomach, midriff, hips, buttocks or breasts
- Tank tops, backless tops, halter tops or tops with spaghetti straps; unless covered
- Sweatshirts, sweatpants or jogging suits (excludes sweatshirts with Fairview logos, which may be worn)
- Hats, caps, scarves and sweatbands worn around the forehead; Employees who are required by their religion to wear head attire may do so, provided the head attire does not interfere with the performance of the employees job duties

It is each student’s responsibility to adhere to these guidelines. If there are questions about whether or not something is appropriate, check with your supervisor before wearing it.

Source: Rehabilitation Services Dress Code Policy, review date 1/2019