

San Jose State University- School of Nursing- Uniform Policy- *Effective Fall 2009

Standardization of Nursing Students' Uniform Apparel and Related Issues including 12 Standards

Beginning Spring 2003 semester, the SJSU School of Nursing instituted a policy regarding the Standardization of Nursing Students' Uniform Apparel and Related Issues including 12 Standards. Because School identity (re: uniform and appearances of students) had become increasingly mandated by the various agencies that we use, the guidelines are required for all SJSU nursing students. * **This revised uniform guideline policy will be fully implemented across all semesters in Fall 2009.** At times the agency's policies may be more conservative than those of SJSU's School of Nursing and the faculty will advise students when the guidelines below are superseded by the agency's guidelines.

Standard 1

Grooming:

Impeccable (i.e., daily bathing, clean hair and teeth, clean uniforms, clean shoes, etc.); Scented products (i.e., perfumes and colognes) are to be avoided.

Standard 2

Jewelry:

- Rings – 1 simple ring
- Earrings – 2 pair per ear (maximum) only; small studs only
- Necklaces – none visible
- Bracelets – none
- Watch – with second hand or digital

Standard 3

Hair:

Conservative style; hair color must be a "natural color" defined as one that is grown naturally (i.e., no bright colors as pink, purple, green, etc); WOMEN: Hair not longer than edge of collar and pinned or pulled back behind ears; for hair longer than mid-length, the hair should be back and off face and collar; hair accessories to match hair color; MEN: short mustaches and short, cropped beards permitted.

For cultural or religious purposes, hair may be covered with a solid navy blue or black scarf to match the color of the uniform scrub if the student has submitted a personal statement explaining the purpose for the headdress (document to be kept in student's file).

Standard 4

Make-Up:

Conservative

Standard 5

Body Piercing/Tattoos:

Nothing visible (remove and/or cover with bandaids and/or uniform clothing)

Facial piercings not allowed (if there are religious reasons, consult with instructor).

Standard 6

Artificial Nails: Not permitted

Nails: Nails: clean, short, and filed; Polish: clear and/or neutral colors permitted, unless agency requests 'no polish'

Standard 7

No gum chewing

Standard 8

Underclothing:

Non-revealing clothing and while you are expected to wear underwear, nothing is visible through the uniform or clothing (preferable to have it match your skin color)

Standard 9

Shoes- socks/stockings:

SHOES: Clean, mostly white or solid black; in good repair, with closed toes (soft soled for agency compliance); SOCKS/STOCKINGS: Plain hosiery in neutral solid tones/ solid color to match shoe color/ or matched to skin color (no leg warmers or visible patterned socks).

Standard 10

Photo Identification:

Badges should be visible at eye-level location (i.e., worn between the chest and no lower than the waist). SJSU-provided student ID Tower cards imprinted with the words, "**NURSING STUDENT**" – the tower card is to be attached to San José State University, School of Nursing lanyards. In certain clinical settings, the identification is to be attached to the uniform with a clip (Consult your clinical instructor). Many agencies require students to wear the agency provided picture identification with hair style and the uniform required in clinical.

Standard 11

Patch for white Lab coat:

SJSU's School of Nursing pin design, for left arm of lab coat –sewed or adhered tightly at all edges, 2 inches from the left shoulder seam (FYI: being designed and for sale in Fall 2009 semester)

Standard 12

Hospital Uniform Scrubs: Non-faded, navy blue color

Tops Navy blue color of uniform top- scrub or polo style. No thermals or other tee-shirts that show, are allowed to be worn. At the discretion of the instructor and agency, a long sleeve white knit top may be worn under the top. Keep in mind many Neonatal ICU and Acute Pediatrics units do not allow lower arms to be covered-so please consult instructor. (Acute Pediatrics: consult instructor)

Bottoms (Student choice of style; No jeans):

Navy Blue color: uniform slack-type of bottom (or knee-length skirt) and/or scrub pants

Lab Coat

Regular white lab coat for leaving unit (or instructor/agency authorized clinical pre-lab sessions).

Community Health and Some Community-based Psychiatric Settings Apparel Guidelines:

Clothing for Community Health and Community-based Psychiatric settings, where the student has been asked to not wear the SJSU scrub uniform, is specified as being “*business-like professional attire*”. This might be solid black or dark slacks and a white or colored top (e.g., sweater optional for weather). Plain shoes: (i.e., flats/athletic shoes, or if a dress shoe, then the heel of shoe should no higher than 1.5 inches; No flip flops). This may be setting specific: consult instructor. Clothing is to be neat, clean, non-wrinkled, and non-faded. Nametags are required. Excepting the standards 11 and 12, all other standards apply. Types of clothing to be avoided include, but not limited to:

- too tight, revealing, or too baggy clothes
- inappropriately revealing clothing such as sheer clothes/low cut/or backless tops;
- Sweatshirts
- bare midriffs, tight fitting;
- skirts with high slits or extremely short skirt or extremely short dress lengths;
- tee shirts.
- Shorts are not appropriate for clinicals.

(SEE photo display *that will be attached once pictures are taken*)

Specialty areas within hospitals; (i.e., L & D, Burn unit, and the OR) may require the use of hospital–provided agency scrubs (Consult instructor)

References:

Agency guidelines.

Lehna, C., Pfoutz, S. Peterson, T.G, et al. (1999). Nursing attire: Indicators of professionalism? *Journal of Professional Nursing*, 15(3), 192-199.

Newtin, M. & Chaney, J. (1996). Professional image: Enhanced or inhibited by attire? *Journal of Professional Nursing*, 12(4), 240-244.

Skorupski, V., & Rea, R. (2006) Patient’s perceptions of today’s nursing attire; Exploring dual images. *JONA*, 36(9), 393-400.

Windle, L., Halbert, K., Durmont, C., Tagnesi, K., & Johnson, K. (2008) An evidence-based approach to creating a new nursing dress code. *American Nurse Today*. 3(1), 17-19.