

Medical Education Policy: Dress Code

Facility: CMC
Origin Date: December 2007
Revision Date: November 2021
Sponsor: GMEC

1. PURPOSE:

Patients' perceptions and the safety of the working environment are influenced by manner of dress and appearance. This policy provides broad institutional guidelines for dress and appearance. Each residency or fellowship program should define their expectations in a departmental policy.

2. SCOPE:

This policy applies to employed residents and faculty in all Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited graduate medical education programs sponsored by Carilion Medical Center (CMC). This policy does not supersede any policy in effect at the site the resident is working.

3. DEFINITIONS:

Business dress: Acceptable business attire generally consists of clean slacks, skirts, dresses, casual pants, button-down shirts, casual shirts, or jumpers. This may also include appropriate clinical attire, such as personal scrubs. Wearing of neck ties by male physicians is not mandatory and is determined by departmental policy and infection control standards.

Resident: Resident refers to all interns, residents, and fellows participating in CMC post-graduate training programs.

4. PROCEDURE:

General Guidelines:

- Residents should dress in business attire for most educational and administrative activities.
- Hospital-Issued Scrubs may be worn as defined by the Carilion Surgical Attire Policy. Scrub distribution and use is determined by departmental policy.

- Lab coats: Use of lab coats is determined by departmental policy. Employed physicians are encouraged to wear Carilion Clinic distributed lab coats with approved medical center logos.
- Clothing, lab coats or scrubs soiled with biological material should be changed as soon as appropriate and shall be treated in accordance with the blood borne pathogen policy.
- Appropriate personal care products such as deodorant are encouraged. Hair is to be clean and styled to prevent contact with patients or equipment. Beards and moustaches should be neat and appropriately trimmed.
- Scents: Due to potential patient/staff allergies, respiratory conditions or sensitivities, the use of colognes, perfume, scented lotions and after shave lotion should be avoided.
- Nails: Fingernails should be clean and neat. Artificial nails, including but not limited to acrylic, gel, and silk wraps, are not allowed by staff providing direct patient care. Freshly applied nail polish is allowed.
- Footwear: Open-toed shoes or sandals are not allowed in clinical care areas.
- Pins and Badges: School, credentialing and Carilion Clinic recognition or distributed pins may be worn. Novelty pins or buttons are discouraged.
- A hospital issued employee identification badge is required of all staff and is to be worn above the waist with the picture visible and name unobstructed at all times except when patient care requirements preclude this.

Management reserves the right to determine the appropriateness of compliance with the Dress Code Policy. Failure to comply with the terms of this policy will be addressed as a breach of professionalism

Name	Title	Dept./Committee	Date
Daniel Harrington, MD	DIO	GMEC	December 18, 2007
Daniel Harrington, MD	DIO	GMEC	January 1, 2011
Daniel Harrington, MD	DIO	GMEC	April 1, 2011
Daniel Harrington, MD	DIO	GMEC	June 21, 2011
Donald Kees, MD	DIO	GMEC	August 19, 2014
Donald Kees, MD	DIO	GMEC	October 20, 2015
Donald Kees, MD	DIO	GMEC	November 20, 2018
Arthur Ollendorff, MD	DIO	GMEC	November 16, 2021