



Graduate Medical Education (GME) Workplace Attire, Appearance, and Hygiene Policy

Revised October 18, 2018

Background: This policy provides standards regarding professional attire, appearance, and hygiene for University of Missouri School of Medicine employed residents and fellows. Residents and fellows spend time at clinical affiliates for clinical and/or educational assignments as well as at the School of Medicine for non-clinical assignments and there are expectations for appearance based on the site and activities of the resident/fellow.

Requirements for residents and fellows include:

1. Expected to wear required identification badges when at the School of Medicine and for each clinical affiliate site.
2. Expected to bathe daily and practice good oral hygiene; have clean and trimmed fingernails; and not wear heavily scented perfumes, colognes, and lotions.
3. Expected to have neat and well-groomed hair, sideburns, mustaches, and beards as applicable.
4. Clothing must be cleaned, pressed, in good condition, fit appropriately, and not interfere with safe operation of equipment or patient care.
5. No dark glasses lenses (unless prescribed by a physician).
6. Limited jewelry and no dangling or large hoop jewelry that might create a safety hazard to self or patients.
7. Tattoos that are perceived as offensive, hostile or diminish the effectiveness of the employee as a role model for our patients must not be visible to patients and staff.
8. Residents and fellows are expected to comply with clinical affiliate hospital, clinic and other educational site's dress codes when working clinically or spending time at the hospital or School of Medicine for other educational assignments. Residents/fellows are expected to review dress code policies of their clinical and educational sites prior to their rotation/assignment. Links to dress codes can be found on the GME website, Policies and Procedures, Learning Environment at: <http://med.umkc.edu/gme/learning-environment/>.
9. Residents and fellows are expected to comply with any program specific dress code requirements.
10. If "theme days" are approved by the institution and/or appropriate clinical affiliate(s) that differ from normal dress expectations, those are allowed on designated day(s).

Compliance:

1. Departure from appropriate attire, appearance, and/or hygiene standards will result in counseling and/or disciplinary action up to and including termination of employment.

Responsibility:

1. It is the resident's/fellow's responsibility to comply with this policy while an employee of the University of Missouri-Kansas City School of Medicine.
2. It is the Program Director's responsibility to ensure that this policy is enforced and to report, if needed, disciplinary actions as outlined in the Resident Academic Deficiency, Misconduct Policy and Procedure and Promotion, Non-Promotion and Dismissal Policy and Procedure.

Revision of the Attire, Appearance and Hygiene Policy, November 14, 2008

Administered By:

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