



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

Dress Code

Approved Date: 09/25/2019)	Effective Date: 10/1/2019	Review Date: 09/25/2020)
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Scope:

Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
X	Provider based facilities associated with Prisma Health-Midlands hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children's Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		X	Provider based facilities associated with Prisma Health-Upstate hospitals

Policy Statement:

Team Members are representatives of Prisma Health and are expected to maintain an overall professional appearance to support patient care and a safe environment.

Associated Policies and Procedures:

- [Prisma Health-Midlands Approved Uniform List](#)
- [Prisma Health-Upstate Departmental Approved Uniform List \(S-104-06\)](#)
- [Human Resources - Identification Badges](#)

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Associated Lippincott Procedures: (as applicable)

N/A

Definition:

N/A

Responsible Positions:

N/A

Equipment Needed:

N/A

Procedural Steps:

1. Fragrances (perfumes, colognes, after-shaves, etc.) will not be worn while on duty as it may cause potentially harmful allergic reactions to patients or coworkers. Team members must not smell of tobacco or tobacco smoke while on duty.
2. Jewelry should be worn conservatively and appropriately.
3. Fingernails should be kept clean. In clinical care areas as determined by each campus: Natural fingernails are to be kept less than ¼ inch in length, and nail polish must not be chipped or cracked. Artificial fingernails and extensions, including nail wraps, overlays, and nail jewelry, are also not to be worn in those clinical areas.
4. Hair length, cleanliness and styling of team member's hair, including facial hair, shall conform to generally accepted business and professional standards. Team members involved in patient care must wear their hair pulled back and secured.
5. Only appropriate and professional jewelry may be worn including piercings. Tongue and dental jewelry is not permitted. Nose piercings are limited to a single, simple non-protruding stud. All other body piercings (gauged ears, lips, eyebrows, etc.) should be plugged with non-detectable coverings. Leadership also has the discretion to require that a team member cover/remove any piercings that could be considered offensive and potentially harmful (e.g. impedes job performance or presents an infection control risk).
6. Any visible tattoos of a violent or inappropriate nature should be covered (e.g. long sleeve shirt, pants, gloves, or other approved clothing styles, makeup can be used-if complete and undetectable coverage of tattoo.) Prisma Health also has the discretion to require that a team member cover any tattoo(s).
7. The team member ID badge is part of each team member's official attire and must be worn at all times. The ID badge should be clearly visible and worn above the waist. The ID badge must remain in the forward facing position at all times.
8. All apparel must be worn conservatively (e.g., no bare midriffs or low-cut shirts/blouses, no sweat pants, no tight pants) and be appropriate for business needs and settings. Dress and

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skirt must be maintained at an appropriate length. Shorts, denim jeans and T-shirts are not allowed, however Directors and Vice Presidents may make limited exceptions to this rule. For example, a Vice President or equivalent may allow his/her team members to wear jeans as they deem appropriate. Team members that do not have interactions with patients, families, and other customers can dress business casual or smart casual.

- 8.1 Business casual – style of dress for a professional work environment, without the suit and tie.
- 8.2 Smart casual – a combination of professional and informal attire, usually accented by a blazer and dress shoes.
9. Shoes must be appropriate for a standard business setting. In clinical areas, open toe shoes are not permitted.
10. Lab Coats. Lab coats may be worn when authorized by departmental leadership.
11. Team Members Required to Wear Uniforms
 - 11.1. All team members who are required to wear uniforms are responsible for the purchase and maintenance of such uniforms. An exception to this rule is made for team members working in areas deemed as "scrub specialty areas" in which hospital owned and laundered scrubs are required.
 - 11.2. Uniforms should be clean, neatly pressed, in good condition and appropriate for the patient care setting.
 - 11.3. Team members providing inpatient and outpatient care on our hospital campuses and in our freestanding facilities, including support services must abide by the color-coded standardized clinical attire that is organized by role, as noted below at each affiliate or associated physician practice. Leaders have a complete chart with uniform requirements by area, including details for support services team members.
12. Team members who are found in violation of this policy may be sent home and/or may receive corrective action up to and including termination.

References:

N/A

Appendixes:

Dress Code – Appendix A: Prisma Health-Midlands Approved Uniform List

Dress Code – Appendix B: Prisma Health-Upstate Departmental Approved Uniform List