

KANSAS STATE UNIVERSITY College of Health and Human Sciences Physician Assistant Program POLICIES	Effective Date: January 1, 2020
	ARC-PA Standards Addressed: A3.06
Responsible Party: Program Director	Revised: 10/24
Approved by: K-State PA Program Principal Faculty	
Subject: PA Program Student Dress Code and Identification Policy	
PURPOSE: To advise K-State Physician Assistant Program students on professional demeanor in regard to dress.	
ARC-PA Associated Standards: A3.06 -The program <i>must</i> define, publish, make <i>readily available</i> and consistently apply a policy that PA students <i>must</i> be clearly identified in the clinical setting to distinguish them from other health profession students and practitioners.	
POLICY STATEMENT: The student professional dress and conduct should, at all times, reflect the dignity and standards of the medical profession. It is important that physician assistant students dress in a manner that is respectful to their professors, classmates, patients, and other interprofessional and administrative colleagues. It is both a professionalism and curricular expectation that students adhere to the dress code in all settings. The dress code at various clinical sites may be more or less stringent than the guidelines outlined below. If the culture of a particular clinical setting supports a specific dress code that is inconsistent with the policy outlined below, the student should discuss this with a member of the clinical faculty to determine proper dress behavior for the student. Whether in class or on your personal time, your personal appearance will reflect on K-State and your chosen profession as a physician assistant.	
<u>General</u> <ul style="list-style-type: none"> • Regarding all activities on or off campus in which a student represents the University or the K-State PA Program. • Clothing shall not be torn, frayed, cut-up or slit, and no clothing should be unprofessionally revealing regardless of student gender. Please consult a Principal Faculty Member if you are unsure about this. • Excessively tight clothing, excessively baggy clothing, shorts, clothing that exposes skin in the chest, underarms, abdomen and/or midriff area are not acceptable. • Undergarments must not be visible, either by color or outline. • Skirts and dresses must be conservative and professional in length, style, and fabric. The length must be below the knees. Sleeveless dresses are allowed provided undergarments are not visible and the attire does not excessively expose skin in the chest area. 	

- Sundresses/spaghetti straps/sleeveless tops are not acceptable unless covered by a jacket/cardigan. Nothing shorter than two inches above the knee will be allowed.
- Evening or party clothes are not acceptable.
- Shirts/blouses must be appropriately buttoned or zipped. No tube tops or off-shoulder designs.
- Pants or slacks shorter than ankle length, i.e., capris/crop pants/gaucha pants, are acceptable provided the other policies are adhered to, e.g., not excessively tight/baggy, not deeply slit, not clingy. Pants or slacks shorter than mid-calf is not allowed. Pants or slacks must be business casual/professional in style and fabric. Hip huggers are not allowed.
- Jogging attire, gym wear, swim wear, and bedtime attire are not acceptable. This includes items such as sweatshirts (unless K-State approved for specific events), sweatpants, and yoga pants.
- Undershirts, undergarments or spandex are not acceptable as outerwear.
- Any clothing, jewelry, or accessories that contain messages or images that are obscene, vulgar, or related to tobacco, drugs, alcohol, sex and/or violence are not acceptable.
- Conservative necklaces, rings and earrings may be worn in moderation. Nose rings, tongue rings, and other noticeable body piercing jewelry are not acceptable.
- Flip-flops, beach/pool wear shoes, or house shoes are not acceptable.
- Hair must be well groomed and neat.
- Baseball caps or other hats (except head coverings required for a rotation activity or prescribed for religious/cultural observation) are not permitted in the classroom nor on rotations. Students are responsible for checking with rotation/clinical staff regarding regulations and rules for dress and head coverings specific to individual rotation policies.
- Male facial hair is acceptable if clean and neatly trimmed.
- Fingernails must be clean, neat, moderate in length and well maintained.
- Students are prohibited from attending any program activity smelling of strong odors, including but not limited to cologne, perfume, smoke, alcohol, or poor personal hygiene. In both clinical and non-clinical settings, all students should use discretion with fragrances, as patients, classmates and instructors may have allergies or sensitivities (see "Fragrance" below).

Classroom Setting

- Clean and neat business casual is the appropriate attire for the didactic year from Monday – Wednesday. K-State PA Program approved scrubs (pressed) and closed toe shoes will be worn on Thursdays, and all lab activities unless otherwise designated.
- Jeans and K-State PA approved tee shirts/collared shirts are authorized on Fridays. Other dress appropriate for specific activities (e.g., Business Professional) will be designated through an in-class announcement or email from program faculty or staff.
- Specific modifications to this dress code (e.g., schedule changes – for lab and clinical procedure courses) are at the discretion of the course director. Students should keep appropriate changes of clothes in their lockers.
- While on the campus and at outside sites (hospital visit, nursing home, clinical rotations, etc.), all PA students are required to wear their K-State University issued ID badge, which identifies them as K-State PA students.

Clinical Setting

- R2C Thursdays - Clean and neat business casual is the appropriate attire for the clinical setting. White coats will also be worn for the PA Competencies training.
- R2C Fridays - Jeans and K-State PA approved tee shirts/collared shirts are authorized on Fridays. Other dress appropriate for specific activities (e.g., Business Professional) will be designated through an in-class announcement or email from program faculty or staff.
- Students must follow PPE guidelines as established by CDC
<http://www.cdc.gov/HAI/pdfs/ppe/PPEslides6-29-04.pdf> and must follow universal precautions as established by OSHA
<https://www.osha.gov/SLTC/etools/hospital/hazards/univprec/univ.html>.

Identification in the Clinical Setting

- K-State PA Program issued student identification Professional ID badge bearing the student's name, identifying the student as a Physician Assistant Student affiliated with the Kansas State University, must be worn at all times. The Professional ID badge must be worn so that it is easily readable by patients and hospital/clinic personnel. ID badges must not be obscured or altered in any manner except as determined by clinical necessity, (e.g., special stickers for newborn nursery access). No alterations in style, color or wording of ID badges are permitted. Students will be provided one ID badge. Additional ID badges, due to name changes, will be provided to the student after the K-State PA Program receives the official name change notice from Admissions and Records. Students may be charged a fee for additional ID badges.
- At no time should a student, either by virtue of his/her skills or knowledge attained while progressing through the K-State PA Program, misrepresent him/herself as being other than a Physician Assistant student. Students may not use previously earned titles and credentials in any correspondence regarding or related to the K-State PA Program, (i.e., RN, PhD, RD, etc.).

Style

- Comply with the K-State PA Program's Dress Code Policy, however, student must be cognizant that different clinical sites may have identified requirements for dress (scrubs vs. professional attire). Please check in with the Clinical Director regarding a dress code that significantly differs from the Program's.
- Clean and neat business casual is the accepted dress for all rotations unless specified otherwise by a preceptor or the Clinical Director regarding a particular rotation or rotation activity. Jeans or denim clothing is not acceptable. No sweatshirts or shirts with messages, lettering or logos. No shorts, cut-offs, etc. A tie is recommended for men, unless described as optional in specific policy for that clinical setting (Some clinical settings may not allow a regular tie for safety reasons and infection control but may allow the bow tie).

Shoes

- Footwear must be clean, in good condition, and appropriate. For safety reasons, open-toed shoes and sandals are not allowed in patient areas or designated laboratory components of didactic courses.

Fragrance

- No wearing of colognes, perfumes or scented lotions in clinical settings as patients may be sensitive to fragrances.

Hands

- Fingernails must be clean and short to allow for proper hand hygiene, use of instruments, prevention of glove puncture and injury to the patient. Artificial nails and decorative nail designs are prohibited. Some clinics/hospital settings do not permit any colored polish.

Hygiene

- Daily hygiene must include personal cleanliness, including use of deodorant. Clothing should be clean, pressed, and in good condition, including the white coat.

Hair

- Mustaches, hair longer than chin length, and beards must be clean and well-trimmed. Students with long hair who participate in patient care should wear hair tied back to avoid interfering with performance of procedures or having hair come into contact with patients.

Jewelry

- Jewelry should not be functionally restrictive or excessive. Students should avoid wearing long or dangling earrings for their own and for patient safety. There should be no visible jewelry in body piercings with the exception of earrings. In the case of religious requirement, certain piercings may be acceptable. Please consult the Program Director or the Program Director's designee if you have a religious requirement for piercings. No other facial jewelry (e.g., tongue, eyebrow piercings, etc.) is allowed.

Tattoos

- Tattoos shall be appropriately covered when possible.

White Coat and Scrubs

- A short, white consultation jacket will be worn during clinical rotations unless the facility or preceptor rules require different attire. Expectations should be discussed in advance of the first day in clinic. Scrubs may be worn during patient contact with the white consultation jacket and closed toed shoes. Tennis shoes are permitted as long as they are neat and clean. This also includes patient encounters at the simulation center.
- These statements are general in nature and apply to most patient care settings. The student shall follow any other dress codes established by the preceptor or facility.

Violations

- Students in violation of any of the above dress codes may be asked to change into appropriate attire. The second violation will result in a professionalism warning. Students with repeated violations of the dress code policy will be sent home from the classroom or clinical rotation, and will meet with the Progression, Promotion and Professionalism (PPP) Committee for disciplinary action, which may result in dismissal from the program.