Dress Code Guidelines

As members of a professional faculty and college, all learners, staff and Faculty members should present a professional image in the course of their work and learning that reflect the values of the College of Medicine, and fosters an environment of mutual respect among staff, Faculty members, learners and the public. This guideline is intended to respect cultural diversity and promotion of inclusion. Discretion and good judgment shall be exercised by staff in their attire and personal grooming, taking into consideration:

- The safe performance of work duties
- The specific work environment
- Their interactions with clients that they serve, contacts with whom they do business, learners, and staff with whom they work

The following provides guidance on professional attire within the College of Medicine:

- Clothing should be professional, clean, neat, and in good condition and shall not be inappropriately revealing. Clothing shall not display offensive language, logos, or images. General ‘business-casual’ attire is recommended. Each Friday is designated as a ‘jeans day’ by the Dean, College of Medicine. Staff, Faculty members, and Learners can wear their jeans for a specified donation to support the United Way.
- Footwear should be professional, clean, meet safety requirements of work and/or study areas, and provide for safe mobility.
- Good personal hygiene and cleanliness should be practiced by all.
- Hair shall be neatly styled and of a suitable length according to job activity.
- Identification badges will be worn and clearly visible.
- Jewellery should be appropriate for the work or study site, taking into account any related safety issues.
- Scented products should be avoided, recognizing that some individuals have allergies and/or are sensitive to certain chemicals in scented products. In areas that are not designated scent free zones, Staff wearing fragrances and scented hygiene products shall do so in moderation and shall abide by any directions received in regard to the limitation or use of scents and/or fragrances to accommodate those with scent and/or fragrance allergies.

To address questions or concerns about appropriate professional attire within the College of Medicine:

- Learners and Instructors should follow the process set out in the Guidelines for Conduct in Teacher-Learner Relationships
- Staff should speak to their Supervisor
- Any individual can speak to the Office of Professionalism & Diversity