



**LAKEHEAD UNIVERSITY  
SCHOOL OF NURSING**

**BScN UNIFORM POLICY**

**1.0 PREAMBLE**

Lakehead University School of Nursing recognizes the importance of consistently demonstrating professionalism, ensuring safety, maintaining infection prevention and control practices, and respecting learner diversity, cultural norms, and religious requirements.

A professional image and comportment of BScN learners can influence staff, client, family, and visitor perceptions about quality of care. Professional presentation among learners helps to establish confidence and credibility with members of the public. The ways in which learners present and conduct themselves are important and therefore are addressed generally in this policy.

This policy is not exhaustive in defining appropriate and inappropriate appearance and behavioural standards. Lakehead University students must be familiar with university and department specific policies regarding expectations for behaviour and conduct. If this policy conflicts with a clinical organization's policies, learners should seek guidance from their Clinical Instructor and Clinical Course Lead.

This policy reflects Lakehead University School of Nursing's commitment to the following:

**1.1 Professionalism**

All learners are ambassadors for Lakehead University. Learners often engage with employees/staff, clients, family, and visitors, and therefore contribute to first and ongoing impressions of the clinical placement organization. At all times, learners should consider how their appearance and behaviour builds capacity for a trusting environment and relationships that embrace diversity, demonstrate dignity and respect, and support a commitment to caring.

All BScN learners will wear their LU clinical photo identification tag that is visible at all times in clinical and lab settings, supported by lanyards as approved. Push/roll-up sleeves to prevent them from getting soiled and to facilitate proper hand hygiene is acceptable. Additional identification may be required by the clinical organization as is also expected to be worn.

Please refer to the School of Nursing's policy on "Appropriate Use of Electronic Devices" for guidance about requirements for the use of personal electronic devices in clinical and/or lab settings.

Make-up should be kept to a minimum.

## 1.2 Health, Safety, and Infection Prevention & Control

All learners have a role in promoting a safe working environment and the prevention and control of the spread of infectious diseases. The fundamental principle of safety is to reduce the risk of injury and/or harm. Learners' appearance and behaviour must be considerate of potential risks and aim to minimize the risk of injury to self and others. The following requirements for the use of scented products, jewelry, hair, nails, and shoes applies to all clinical and lab settings.

The use of scented products is prohibited due to the necessity of maintaining a fragrance-free environment for allergies and sensitivities. This pertains to, but is not limited to, perfumes/colognes, hair care products, soaps, deodorants, and fabric softeners, etc.

Stethoscope covers must not be used.

Hair must be neat and clean. Shoulder length and longer hair and braids must be clipped/tied back, be off the collar, and off the face. Simple, washable hair accessories are permitted. Beards, moustaches, sideburns must be trimmed and clean and not compromised the use of personal protective equipment.

Headphones are not permitted to be worn in the ears or hung around the neck.

Artificial nails (including nail extenders and tips) and nail polish is not allowed when providing direct patient care. Nails are to be kept short, neat, and clean.

Jewellery must provide no risk to the wearer or to others, therefore, jewellery is to be limited to a plain solid band (ring), and small post-type studs. Watches need to be removed (or moved above the wrist) when providing patient care and for hand hygiene and infection control purposes. A Medic Alert bracelet or necklace is permitted.

Shoes must have closed heels and toes, be wipeable and non-porous, slip resistant, quiet, flexible, and in good repair. Running shoes of solid colour are permitted with no large print advertising. Shoes designated for clinical must not be worn outside of the clinical setting.

## 1.3 Respecting Diversity

It is possible that the expectations of this policy may compete with another Right(s), as defined in the Ontario Human Rights Code ("the Code"). It is the responsibility of the learner to notify their Clinical Course Lead of any concerns. Where the concern is related to a medical reason/disability or a religious/cultural obligation, the Clinical Course Lead will consult with the Director of the School of Nursing for guidance. BScN students may also seek additional support from Lakehead University's Office of Human Rights and Equity (OHRE), Student Accessibility Services (SAS), and/or the Ombudsperson.

For religious/cultural reasons, learners are supported in their right to wear a long black skirt that fits loosely instead of (or in addition to) scrub pants. Please note, the skirt must not touch/drag on the ground.

For religious/cultural reasons, learners are supported in their right to wear a head covering (e.g., hijab) that is a solid colour, fastened securely, and does not dangle.

For religious/cultural reasons, learners are supported in their right not to cut their hair/facial hair. Should this obstruct the use of personal protective equipment, learners must notify the Clinical Course Lead to explore alternative methods.

## **2.0 DEFINITIONS**

**BScN Uniform** includes a clean, wrinkle-free post-man blue scrub top with white embroidery of “BScN Student” on left upper chest and post-man blue or black scrub pants. Please note, the pants must not drag on the ground.

## **3.0 POLICY**

### **3.1 Purpose**

Lakehead University (LU) School of Nursing is committed to maintaining professionalism among BScN learners to promote a positive contribution to various learning environments. Students must adhere to these policy requirements during pre-clinical shift research and in all clinical and lab settings across the BScN programs. This policy is intended to ensure that BScN learners are easily identified, are professional, are safe, and do not place self or others at risk.

### **3.2 When in a Clinical Setting Providing Direct Patient Care**

Learners must wear the required BScN uniform and adhere to identification, scented products, hair, nail, jewelry, and shoe requirements.

It is highly recommended that learners change into and out of the BScN uniform in the clinical setting. If not possible, uniforms are to be worn directly between home and hospital, however, are not to be worn in public places (i.e., banks, stores, public transportation, etc.).

### **3.3 Preparation for Clinical (Going to the Clinical Site to do Research)**

When conducting pre-shift research for clinical placements (e.g., year 2 and 3 clinical courses), learners must wear a clean and wrinkle-free BScN uniform scrub top and business/professional dress pants or long skirt (e.g., no jeans/leggings, shorts, short skirts, etc.). Learners must adhere to identification, scented products, hair, nail, jewelry, and shoe requirements.

### **3.4 School of Nursing Lab/Simulation Settings**

Learners must wear a clean and wrinkle-free scrub set (any type or colour) and pants/long skirt of choice. Learners must adhere to identification, scented products, hair, nail, jewelry, and shoe requirements.

### 3.5 NURS 4502 Leadership and Community Health Care Settings

In 4th year, learners may be in a clinical setting where scrubs are not generally worn. In such circumstances, learners should follow the organization's policies/procedures and ensure that they present themselves with professional attire with ease of movement (e.g., avoid logos, sleeveless tops, shorts, short skirts/skorts, tight or revealing clothing, etc.). Learners must adhere to identification, scented products, hair, nail, jewelry, and shoe requirements.

### 3.6 Other

Other individual considerations and/or accommodations will be reviewed by the Director of the School of Nursing provided that the student remains identifiable as a BScN learner and is distinct from staff/employees, the request is consistent with health, safety, infection prevention and control, and protects students and clients from potential risks and harm.

### References

College of Nurses of Ontario. (2023). *Professional standard: Code of conduct*. Toronto: Author.

[https://www.cno.org/globalassets/docs/prac/49040\\_code-of-conduct.pdf](https://www.cno.org/globalassets/docs/prac/49040_code-of-conduct.pdf)

College of Nurses of Ontario. (2019). *Therapeutic nurse-client relationship* (revised 2006). Toronto: Author.

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Registered Nurses' Association of Ontario (2006). *Establishing therapeutic relationships*. (rev. suppl.) Toronto, Canada: Registered Nurses' Association of Ontario.

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St. Joseph's Care Group. (Oct 2023). *Dress code*. Policy # HR-02-030

Thunder Bay Regional Health Sciences Centre. (Sept 2011). *Dress code- Uniform*. Policy # ADM-2-06.

### Bibliography of Other Sources

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Islam, N., Bohnen, J., Richardson, L., & Najeeb, U. (2022). Standards for religious attire for health care workers, learners, and volunteers in hospital areas with sterile procedures. Scarborough Hospital, University of Toronto and Temerty Faculty of Medicine (Toronto Academic Health Sciences Network).

Approved by School of Nursing Faculty on February 16<sup>th</sup>, 2024;  
To be reviewed February 2026.