

DRESS CODE POLICY

Purpose

1.1#All UNMC (University of Nebraska Medical Center) employees are expected to maintain acceptable standards of personal grooming, hygiene and present a neat, professional appearance at all times.

Scope

2.1#This policy is applicable to all UNMC students, and employees to include Office/Service, Managerial/Professional, Faculty, and Other Academic positions. It also may apply to campus visitors like applicants for educational programs, applicants for employment, volunteers, and vendors.

Basis of the Policy

3.1#Support an open, safe and professional working environment of each University campus and their individual operating units.

Authorities and Administration

4.1#The UNMC Division Director, Employee Relations is responsible for the administration, implementation and maintenance of the policy in consultation with the Assistant Vice Chancellor, Executive Director of Human Resources.

Policy

5.1#While the University of Nebraska system values diversity of opinion and freedom of expression, discretion in the style of dress can be important to the effective operation of each University campus and their individual operating units. Individuals are, therefore, expected to dress in a manner in keeping with their job functions and working environment. Questions regarding appropriate dress should be discussed with the employee's immediate supervisor.

5.2#UNMC identification badges must be worn at UNMC work location(s) during work hours.

5.3#UNMC reserves the right to determine what dress is appropriate. Departments or clinical areas may impose more stringent criteria based on the specific needs of the area. Modifications proposed and mutually agreed upon by the supervisors in a given area may also apply.

5.4#Employees must adhere to individual department dress codes. Violation of department dress codes will result in appropriate corrective measures, up to and including disciplinary and corrective action - written notice.

5.5#The University or department dress code may be superseded by conditions specified by regulatory agencies, which include but are not limited to OSHA, JCAHO, health departments and hospitals.

Notice of Non-Discrimination

Please see UNMC's Notice of Non-Discrimination (<http://www.unmc.edu/titleix/notice-nondiscrimination.html>) regarding the University of Nebraska Medical Center's commitment to creating a diverse and inclusive working and learning environment free from discrimination and harassment.

Additional Information

- Human Resources, Employee Relations at 402-559-7394 or 402-559-8534
- UNMC Policy No. 1098, Corrective and Disciplinary Action
- UNMC Policy No. 1106, Fitness for Duty
- UNMC Procedures No. 1003, Drug Free Campus
- UNMC Procedures No. 1098, [https://www.unmc.edu/human-resources/_documents/procedures/Procedures1098.pdf Corrective and Disciplinary Action]
- UNMC Procedures No. 1106, Fitness for Duty
- Statement of Understanding
- Memo from the Associate General Counsel of the University of Nebraska, July 2023
- University of Nebraska Drug and Alcohol Abuse Prevention Update, 2023

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