

 <p>Winnipeg Regional Health Authority Office régional de la santé de Winnipeg Caring for Health À l'écoute de notre santé</p> <p>POLICY</p>	Level: <p style="text-align: center;">REGIONAL PROGRAM</p> Applicable to programs, departments and services of the WRHA governed and integrated sites		2A
	Policy Name: Dress Code	Policy Number: 20.10.020 (previous #20.70.010)	Page: 1 of 5
	Approval Signature: <i>Original signed by Jane MacKay</i>	Section: <p style="text-align: center;">HUMAN RESOURCES</p>	
	Date: June 16, 2026	Supercedes: July 31, 2024	

Note: Employees may be required to follow additional site-specific dress code policies or guidelines.

1.0 PURPOSE:

- 1.1 To ensure that Staff appearance is neat, professional and reflective of the professional image of WRHA Facilities regardless of work setting.
- 1.2 To ensure that Staff wear attire that reflects a professional appearance, maintains safe standards of client, patient, resident care, adheres to health and safety regulations, and, is appropriate for the nature of the work performed.

2.0 DEFINITIONS:

- 2.1 Staff: All persons employed or contracted by WRHA Facilities or WRHA funded agencies as well as medical staff, volunteers, board members, and students.
- 2.2 Wearable Technology: Electronic devices worn on the body as accessories, clothing, or implants that feature sensors to track, process, and transmit data, often in real-time such as, but not limited to smartwatches, fitness trackers, smart jewellery, smart clothing and smart glasses that support monitoring of health metrics (heart rate, sleep, ECG) and physical activity.
- 2.3 WRHA Facilities: Facilities or sites within the WRHA that are owned or operated by the WRHA or that are integrated Hospitals (Concordia General Hospital, Deer Lodge Centre, Grace Hospital, Pan Am Clinic, Seven Oaks General Hospital and Victoria General Hospital, Golden Door Geriatric Centre, Golden West Centennial Lodge, River Park Gardens and Middlechurch Home of Winnipeg).

DISCLAIMER: Please be advised that printed versions of any policy, or policies posted on external web pages, may not be the most current version of the policy. Although we make every effort to ensure that all information is accurate and complete, policies are regularly under review and in the process of being amended and we cannot guarantee the accuracy of printed policies or policies on external web pages. At any given time the most current version of any WRHA policy will be deemed to apply. Users should verify that any policy is the most current policy before acting on it. For the most up to date version of any policy please call 204-926-7000 and ask for the Regional Policy Chair's office.

3.0 **POLICY:**

- 3.1 Staff are expected to dress in a manner which conveys an appropriate and professional image and are expected to maintain a high standard of personal hygiene.
- 3.2 This policy will be interpreted and applied in a manner that respects cultural diversity and promotes inclusiveness.
- 3.3 Managers and supervisors are responsible for addressing situations with Staff when the provisions of this policy are not adhered to. Consultation shall occur with Human Resources as appropriate.
- 3.4 Discretion and good judgement shall be exercised by Staff in their professional attire and personal grooming, taking into consideration:
- Infection Prevention and Control Routine Practices;
 - The safe performance of work duties;
 - The specific work environment;
 - Their interactions with clients, patients, residents whom they serve, contacts with whom they do business, and Staff with whom they work.
- 3.5 At all times, Staff shall be clean, well-groomed and appropriately dressed for the nature of the work to be performed. Specifically:

3.5.1 CASUAL DAYS

- May be adopted by a particular work site, as deemed appropriate by the CEO/COO, in support of charitable activities or site-specific events or programming. At all times Staff shall be well groomed and appropriately dressed for the nature of the work to be performed.

3.5.2 CLOTHING

- Clothing and accessories shall be clean, in good repair, neat and of appropriate length, design, and fabric, and shall not be inappropriately revealing. Jeans, shorts, tank tops, swimsuits, midriff exposure, sleepwear, sweat suits or exercise clothing, exposed underclothing, sheer clothing, and head coverings such as hats or caps (except when working outdoors in inclement weather or when worn for religious / ceremonial purposes) are not considered appropriate apparel (jeans may be acceptable in specific areas such as Community Health Services);
- Clothing (logos, images or monogrammed messages), shoes, accessories, logo buttons, pins, badge lanyards or stickers shall not:
 - Distract other WRHA Staff or patients/clients/residents from the services at hand;
 - Provoke, alarm, offend, or disparage others;
 - Display or promote inappropriate or offensive language, political views or affiliation, discrimination, hatred or violence, profanity or obscene gestures, sexual images, gang affiliations, and alcohol/drugs/tobacco-related images.
 - Contain contractor or vendor logos that may indicate a conflict of interest.
 - Promote offensive, harassing, hostile or intimidating environments.

Factors the WRHA will consider when determining whether body art is unacceptable to display include: Offensiveness to clients, patients, residents or colleagues based on racial, sexual, religious, ethnic or characteristics or attributes of a sensitive or legally protected nature.

3.5.3 FOOTWEAR

- Footwear shall be clean, meet health and safety requirements of the work area and provide for safe mobility;
- For areas with strict health and safety requirements or technical/clinical areas, the facility/site shall assess and ensure appropriate protective footwear is worn at all times, which includes but is not limited to shoes covering and protecting the entire foot using impermeable materials (no absorbent canvas material), and non-slip soles shall be worn at all times.
- Facilities/Sites are encouraged to consult with WRHA Occupational and Environmental Safety and Health (OESH).

3.5.4 HAIR

- Hair shall be neatly styled and worn according to job activity, and for health and safety reasons shall not affect the operational effectiveness of protective equipment, when applicable.
- Hair coverings shall be worn by food handlers or where surgical / clinical techniques require that hair be completely covered.
- Facial hair is to be clean, neat and professional in appearance and must not affect the operational effectiveness of protective equipment;

3.5.5 HAND HYGIENE & FINGERNAILS

- Those in direct contact with patients/clients/residents shall have short and clean fingernails;
- Artificial fingernails, gel nails, or extenders shall not be worn by Staff working in patient/client/resident care areas or who work with sterile preparations or supplies or food handling areas;
- Hands shall be washed according to Infection Prevention and Control Policies.

3.5.6 WEARABLE TECHNOLOGY DEVICES

The WRHA recognizes that employees may use Wearable Technology for health, safety, and convenience. While we support the use of Wearable Technology, it must not interfere with safety, productivity, confidentiality, or a respectful workplace.

- Recordings are prohibited: The use of cameras, audio recording, or video streaming features on any wearable device is strictly prohibited while on duty. (*Note: For situations where recordings may be made in relation to health care services please see the [Audio, Video and Photographic Recordings Policy 20.40.280](#)*).
- Wearable eyewear with integrated audio, video and photographic recording capabilities are prohibited and must not be worn while on duty, regardless of whether the recording function is activated.
- Other personal devices including but not limited to watches, jewellery, clothing or fitness trackers with technological features may be worn but audio, video and photographic recordings are prohibited.
- Devices must not pose a safety hazard.

3.5.7 IDENTIFICATION BADGES

- Identification badges shall be worn at all times when on duty and should be clearly visible as per the [Photo Identification \(ID\) Policy 65.40.010](#). Other identification may be worn as determined by the department.
- If a lanyard or retractable reel is worn to display photo identification (ID), it must be able to be effectively cleaned and disinfected daily along with the photo ID

card itself. Do not secure the retractable reel at waist level as this can increase risk of contamination.

3.5.8 JEWELLERY

- Staff must use their knowledge and experience related to providing safe patient care, infection prevention and control, and personal safety in selecting any jewellery to be worn while at work.

3.5.9 PERSONAL HYGIENE

- Good personal hygiene, including management of body odours and cleanliness shall be practiced by all Staff.

3.5.10 PERSONAL MUSIC DEVICES

- The wearing of personal music devices where headphones/ear plugs are used while in the course of work functions are not permitted;
- The use of radio's or other music devices without headphones/ear plugs are permitted in appropriate areas, at appropriate volumes and to appropriate media types.

3.5.11 SCENTS - Individual facilities/sites may choose to designate their facility as "scent free zones". Fragrances, scented hygiene products or other strong scents shall not be used/worn by Staff in designated scent free zones;

- In WRHA Facilities or areas that are not designated scent free zones, Staff wearing fragrances, scented hygiene products or using/wearing other strong scents shall do so in moderation and shall abide by any directions received with regard to the limitation on use of scents and/or fragrances to accommodate individuals with scent and/or fragrance allergies.

3.5.12 UNIFORMS

- Uniforms shall be worn that are appropriate to particular positions/units as determined by the site;
- Lab coats or isolation gowns shall be worn / removed by Staff as required in the Operating Room, Central Supply Room, Sterile Processing Department and Laboratory and other areas;
- Isolation gowns, bed linens, uniforms, etc. are not for personal use nor should they be removed from the workplace.

- 3.6 Should there be questions identified respecting any of the details referenced in this policy, please contact your manager/supervisor or Human Resources for further consultation and direction.
- 3.7 Enforcement of these requirements should not reinforce or increase marginalization or oppression of any individual or group based on any of the personal characteristics as set out in the Human Rights Code (Manitoba).
- 3.8 The WRHA recognizes all persons are equal in dignity, rights and responsibilities. Staff members who require accommodation in dress standards shall bring the situation to the attention of their manager or supervisor in writing. The manager or supervisor will consult with Human Resources.

WRHA Policy Name: Dress Code	Policy Number: 20.10.020	Page 5 of 5
--	-----------------------------	----------------

5. **REFERENCES:**

- 5.1 [The Manitoba Human Rights Code](#)
- 5.2 [Photo Identification \(ID\) - Policy 65.40.010](#)
- 5.3 [Routine Practices for Reducing the Risk of Infection Transmission - Policy 90.00.060](#)
- 5.4 [Audio, Video and Photographic Recordings – Policy 20.40.280](#)
- 5.5 Murphy, C.M. et al. Identification Badge lanyards as infection control risk: a cross-sectional observation study with epidemiological analysis. Jan 2017). Journal of Hospital Infection. Accessed July 7, 2023 Identification badge lanyards as infection control risk: a cross-sectional observation study with epidemiological analysis - Journal of Hospital Infection.

Policy Contact: *Regional Director, Human Resources Corporate & Regional Services and Labour Relations.*