

<b>Policy Title:</b> Standards of Professional Behavior & Attire	<b>Policy Number:</b> SOMGME-006
<b>Original Date:</b> 17-10-2016	<b>Next Review Date:</b> 26-11-2027

### I. Purpose of the Policy

This policy describes behaviors and professional attire expected from all members of the Graduate Medical Education (GME) community, mainly in educational, clinical, research, and administrative settings.

### II. Policy Scope

This policy applies to all trainees, including residents and fellows, during their specialty or subspecialty training, after completion of medical school.

### III. Definitions

Professionalism is “the application of high standards expected from a person who is well trained in a particular job” \*. It is expected during all interactions, whether face-to-face or via telephone, video, email, or social networking technologies.

### IV. Policy Statement

Professional standards expected from members of the GME community indicate that they will:

- A. Recognize their positions as role models for others in all settings.
- B. Carry out academic, clinical, and research responsibilities in a conscientious manner.
- C. Make every effort to exceed expectations and make a commitment to life-long learning.
- D. Treat everyone in the GME community with sensitivity to diversity in culture, age, gender, disability, social and economic status, sexual orientation, and other personal characteristics without discrimination, bias or harassment.
- E. Maintain patient and research subject confidentiality.
- F. Be respectful of the privacy of all members and avoid gossip and rumor.
- G. Interact with all other members of the GME community in a helpful and supportive fashion without arrogance and with respect and recognition of the roles played by each

\*Oxford dictionary

individual.

- H. Provide help or seek assistance for members of the GME community recognized as impaired in their ability to perform their professional obligations.
- I. Be mindful of the limits of one's knowledge and abilities and seek help from others whenever appropriate.
- J. Abide by accepted ethical standards in scholarship, research, and standards of patient care.
- K. Adhere to professional communication amongst each other and with all members of multidisciplinary teams including nurses and ancillary staff, especially on patient wards, while avoiding noise pollution that compromises patient wellbeing.

Concerning the professional attire, trainees are expected at all times to present a professional image to the public. Special attention should be given to neatness and personal hygiene.

Attire and grooming will have a major influence on how the patient perceives the trainee as a professional and a physician. Trainees in the hospital must dress professionally as discussed below. Individual training programs may modify these general guidelines as necessary.

- A. Clothes should be clean and not provocative.
- B. Men should be attired in an appropriate shirt, pants, and white coat, all clean and neatly pressed. If a tie is worn, it should be placed underneath the white coat that shall be completely buttoned at all times. Shorts are prohibited. Socks should be worn and shoes should be clean and polished. Beards are allowed but must be tidy and properly trimmed.
- C. Women should attire either in pants and a blouse, a skirt and blouse, or a dress covered by the white coat, all clean and neatly pressed. Pantyhose is recommended. Miniskirts and shorts should not be worn in the hospital. Low rise pants with exposed navel or low-cut shirts with exposed cleavage are inappropriate. Shoes should be clean and polished. It is recommended to avoid loud high heeled shoes and open-toed shoes if possible.
- D. Nails should be short and clean.
- E. Excessive jewelry or dangling earrings that interfere with patient's examination and scrubbing in the operating room, should be avoided.
- F. For safety, hair should be clean and neatly cut. Long hair should always be styled

and/or pulled back at all times in order not to interfere with work performance.

- G. Make-up should be appropriate for daytime work and perfumes and scented after-shave must be reduced to minimum. Visible adornment with tattoos and ornamental piercing, except for earrings, are not acceptable.
- H. Trainee IDs must show clearly over the white coat.
- I. Scrub suits are NOT acceptable attire except when assigned to those programs that require them and/or during night call duties. When worn outside the operating room, a white coat should be covering them.
  - Hospital surgical scrub suits should not be worn outside the hospital premises.
- J. Personal hygiene is critical. Daily showers are strongly advised.

Approved by	Date
GMEC	15-12-2024
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