



Dress Code & Appearance Standard-Laboratory Research Operations

Policy Statement

1. Consistent with the approved Center-wide Dress Code and Appearance Standard #WR-07, we are committed to fostering a positive image appropriate for a healthcare and research institute environment, conveying confidence and respect for the Center and maintaining the health and safety of patients, visitors, faculty and staff. All employees and members of the Workforce will dress in a manner that is appropriate for their position and work performed.
2. **Center-wide dress standards will be enforced when approved department standards do not provide specific guidelines.**
3. As no policy can address every possible situation, we expect that all employees and Workforce members will use good judgment and common sense when applying the Center-wide Dress Code Standard Policy and this department practice.

Scope

This department practice applies to all faculty, staff, and Workforce members working in the Moffitt Research Institute. All leadership and management representatives of the department/area have the authority and responsibility for enforcing Center-wide and department specific standards.

Stakeholders: Laboratory Research Operations, Human Resources, Infection Control, Safety & Security

Department Specific Standards

- I. Standards for Business Casual within the Research Environment:
 - a. Office Areas: Faculty and staff members should wear clothing that is considered professional in the work place and as outlined in Dress Code and Appearance Standard #WR-07.
 - b. Research Laboratories
 - i. Due to the nature of the work performed in research laboratories, jeans may be worn by research laboratory personnel. Jeans must meet the standards outlined in Dress Code and Appearance Standard #WR-07. Jeans that have holes, stains, fraying, excessive fading, or do not fit properly, i.e. too tight or excessively large, would not meet standards.
 - ii. Athletic/running/tennis/rubber soled shoes may be worn in any/all research laboratory environments.
 - iii. Dresses, skirts and shorts should not be worn in the research wet laboratory environment due to safety concerns.
 - iv. All research personnel working in the wet research laboratory environment are provided with an in-lab coat on a daily basis.
 - v. Scrubs are considered the standard of dress in several research areas which include: Tissue Core, Cell Therapies Core, and the Glass Wash facilities.
 - c. Examples of clothing that do not meet Business Casual Standards or the Research



Dress Code & Appearance Standard-Laboratory Research Operations

laboratory standards include:

- i. Workout clothing such as sweat suits, spandex exercise wear, jogging suits, sweat pants or other athletic wear.
 - ii. Shorts
 - iii. Leggings
 - iv. Open-toed shoes/sandals/shoes with holes, i.e. CROCS.
-