Saint Alphonsus
A Member of Trinity Health

Trinity Health Mirror Policy
Scope: *Baker City, Boise, Health Alliance, Nampa, Ontario, SAMG, STARS*
Version: *34*
Approved: *05/11/2026*

Dress and Appearance -- TH Policy #1001

I. Policy Statement: The purpose of this document is to provide Health Ministries with a standard method of access to ministry-wide Human Resource policies.
Health Ministries will post the ministry-wide Human Resource Policy Redirection document to its local policy repository for each ministry-wide HR policy. Each document will be named the title of the policy for which it is redirecting, as to allow users to easily search/locate the policy from their local resource. Any locally related addendums, procedures, and/or policies are to be listed under the below "Ministry Specific Related Addendums, Procedures, and/or Policies" section.

II. Definitions: Not applicable.

III. Equipment: Not applicable.

IV. Procedure:

A. **Policy Location:**
1. To locate the policy for which this document is named, please visit the below link where all ministry-wide Human Resource policies are posted. Policies are listed in alphabetical order.
   a. **Ministry-wide HR Policies** https://mytrinityhealth.sharepoint.com/sites/SO-ONEHR-TrinityWide/SitePages/Ministry-Wide-HR-Policies.aspx

B. **Ministry Specific Related Addendums, Procedures, and/or Policies:**
1. Identification Badges -- SAHS
2. Solicitation, Distribution, and Off-Duty Employee Access (Trinity Standard Policy No.1).
3. Please note: when local HR policy conflicts with ministry-wide HR policy, ministry-wide HR policy supersedes local policy.

C. **Responsible Department:**
1. Further guidance concerning this document may be obtained from Human Resource Workforce Planning and HR Administration. Further guidance concerning the ministry specific related addendums, procedures, and/or policies may be obtained from your local Human Resources team.

V. Related Policies/Forms: See above.

VI. References: See above.

VII. Additional Approval:
A. Committee approvals: No Committees Selected in PPM
B. Other approvals: Not applicable.

Dept. of Origin: *Human Resources (SAHS), Human Resources (SAMG)*
Keywords: *Policy 1001, dress code, work attire, uniform, hairstyles, tattoos, hygiene, clothing, clothes, buttons, stickers, hats, identification badges, odor, hairnets, facial hair, jewelry, fragrance, business attire, nails, acrylics, overlays*

Appendix A:
Hospital Issued Uniforms: Saint Alphonsus will provide and launder uniforms for colleagues working in the Operating Room, Obstetrics, Cath Lab, and Sterile Processing.
Colleagues must purchase uniforms from an approved Saint Alphonsus contracted commercial vendor. The cost of purchasing a uniform must not take a colleague below minimum wage in any pay period; if the cost will take a colleague below minimum wage, the supervisor should consult Human Resources before the colleague orders the uniform. Only authorized uniforms may be worn. Scrub pants and other pants may be purchased at a retailer of the colleague's choice and do not have to be purchased from an approved Saint Alphonsus contracted commercial vendor. Undershirts can be white, red, black, or grey.
Colleagues must launder and otherwise maintain uniforms to meet the standards of this policy, unless noted otherwise in this policy. Although uniforms may be altered to improve fit, the alterations must not change the intended appearance of the garment as designed.
For colleagues governed by a Collective Bargaining Agreement (CBA), these uniform requirements are not mandatory to the extent they conflict with the CBA.

Uniform Information

Only authorized uniforms may be worn. Scrub pants and other pants may be purchased at a retailer of the colleague's choice and do not have to be purchased from an approved Saint Alphonsus contracted vendor. Undershirts can be white, red, black or grey.
New colleagues will have 45-day grace period from the date of hire to allow time for purchase of the required uniform. New colleagues should purchase their uniform immediately after notification of meeting all pre-hire requirements.

Colleagues can wear any approved Saint Alphonsus logo'ed shirt (I.E. Vaccine, TogetherCare, NICU celebration shirt) on Friday, Saturday and Sunday.

- Colleagues who are not required to wear hospital laundered scrubs may wear a Saint Alphonsus shirt with his or her scrub pants.
- Non-patient facing colleagues may wear a Saint Alphonsus shirt with his or her dress/business casual bottom. Normal dress code applies (IE no jeans).
- Units may order unit specific spirit wear through Marketing using a pre-approved layout and preferred, approved attire vendor. Individual purchase is optional and not required or sponsored by Saint Alphonsus
- No special designs will be permitted.

Scrub jackets: Match the color of Scrub top per assigned role or black. Any Unit specific jacket or vest must be ordered through Marketing using a pre-approved layout and preferred, approved attire vendor. Individual purchase is optional and not required or sponsored by Saint Alphonsus.

*Scrub pants and tops must be traditional, loose-fitting styles. Legging style, tight fitting, yoga style pants and tight fitting athletic, yoga style tops are not permitted.

Position	Tops and Jackets	Bottoms
Ambulatory Care Aide	Black Scrub	Black Scrub
Behavioral Health	Hunter Green Scrub Top	Black Scrub
Cath Lab	Hospital Issued	Hospital Issued
CNA (Pediatrics)	Approved Design – inquire with vendor or Grey Scrub	Black Scrub
CNA	Grey Scrub	Black Scrub
Customer Service Representative	Red, Black, or White Polo, button-up, cardigan	Black/Grey Pants (Capri pants/skirts may also be worn)
Endo Techs	Charcoal Scrub	Black Scrub
Environmental Services	Burgundy Polo/Scrub	Black Pants
Facilities-Engineering	Dark Green Button-up or Polo	Black Pants
Food Services	Black t-shirt, polo or chef coat w/approved logo	Black Pants
Interventional Radiology	Hospital Issued	Hospital Issued
Lab Techs	Charcoal Scrub	Black Scrub
Laundry	Blue Scrub (hospital issued)	Blue Scrub (hospital issued)
Lactation Consultant	Dark Grey Top	Dark Pants
Med Techs	Charcoal Scrub	Black Scrub
Medical Assistant – SAMG	Grey Scrub	Black Scrub
Nursing (Breast Care) – RN	Pink Scrub	Black Scrub
Nursing – RN, LPN	Red or Black Scrub	Black Scrub
OB	Hospital Issued	Hospital Issued
OR	Hospital Issued	Hospital Issued
OT	Charcoal Scrub	Black Scrub
Patient Access Representative	Red, Black, or White Polo, Button-up, or Cardigan	Black/Grey Pants (Capri pants/skirts may also be worn)
Patient Care Assistants	Grey Scrub	Black Scrub
Patient Relations Advocates	Teal Button-up	Black/Khaki/Grey Pants (Capri pants/skirts may also be worn)
Patient Safety Attendants	Red, Black, or White Polo, Button-up, or Cardigan	Black/Grey Pants (Capri pants/skirts may also be worn)
Pharmacists/Pharmacy	Charcoal Scrub	Black Scrub
Patient Transport	Grey Polo	Black Pants (Capri pants/skirts may also be worn)
Phlebotomists	Charcoal Scrub	Black Scrub
PSR-SAMG	Business casual, solid color Red/Black/White	Black/Grey/Khaki Pants (Capri pants/skirts may also be worn)
Psych Techs	Grey Scrub	Black Scrub
PT	Charcoal Scrub	Black Scrub

Position	Tops and Jackets	Bottoms
Radiology	Charcoal Scrub	Black Scrub
Rapid Response Team (RRT)	Black Scrub	Black Scrub
RT	Charcoal Scrub	Black Scrub
Speech Language	Charcoal Scrub	Black Scrub
Sterile Processing	Hospital Issued	Hospital Issued
Supply Chain	Black Polo	Black Scrub
Support Associates/ED	Grey Scrub	Black Scrub
Therapy Aides	Grey Scrub	Black Scrub
Unit Clerks	Grey Scrub	Black Scrub

Ordering Information

Vendor Option for all Scrubs
(Including Environmental Services Scrub)

Online Ordering: All Sites
Suite Styles http://www.suitestyles.com/

Username: StAlphonsus Password: scrubs1

Phone: 1-877-278-2712
Weekdays 8am-5pm CST, or via email: scrubs123@medline.com

Vendor Options for all Clinical Scrubs with

In-Store Purchasing:

Uniformity - **Boise** 3427 N. Cole Rd. Boise, ID 83704 Phone: 208.672.8821 Email: **Uniformity1@gmail.com**	L & L Enterprise Uniform 222 SW 3rd St Fruitland, ID 83619 Phone: 208.452.7652 E-Mail: **jmundell2209@gmail.com** E-Mail: **kelseehale@ymail.com**

For more information on uniform shirts, please contact the vendors directly or your supervisor.