

# Making an Appearance

## U.S. RETAIL DRESS CODE GUIDELINES



At Starbucks, we aim high to create a warm and inviting third place environment. We want every reflection of the brand to be as thoughtful as our heritage and caring around coffee. As a partner, your appearance is a reflection of the Starbucks brand and how we show up collectively is important to our customers. At the same time, we want to build a company where self-expression, empowerment and inclusion are nurtured.

With this balance in mind and lots of thoughtful feedback from partners, we've updated our dress code. If you have questions about what this means for you, talk with your store manager. And, thank you for all you bring to Starbucks every day. If you need more help, call the Partner Resources Support Center (PRSC) at (866) 504-7368.

### JEWELRY.

*Food safety rules, no really.*

There are food safety rules we have to live by. Here's the fine print - wearing a ring is okay if it's a plain band, no stones. Unfortunately, no watches, bracelets or wristbands are allowed. Simple necklaces can be worn under your clothes.

### APRONS.

*It's all about that first in - PRESS - ion.*  
We're known for the green apron, so keep it looking good. This means no holes, tears or stains and starting your shift clean and wrinkle-free. When you're working, wear it full length, not folded in half. When you're on break or taking out the trash, take it off.

### PIERCINGS.

*Less is more.*

When it comes to earrings, it's small or moderately-sized and no more than two per ear. Yes to ear gauges, ideally no bigger than 50mm and a small nose stud is allowed (no septum or rings). No other visible pierced jewelry or body adornments.

### FINGERNAILS.

*Be natural.*

Keep your nails clean, short to medium-length. No nail polish (this includes gel or Shellac™) because it can chip off and fall into our food or beverages.

### HATS.

*And to top it all off...*

If a hat is required by state or local laws, wear one with a Starbucks logo.

### IN CASE YOU WERE WONDERING...

No blue jeans, sweatshirts, hoodies, T-shirts, athletic pants, leggings, crop pants, sweatpants, flared bellows or sports slacks, open-toed shoes, sandals, slugs, cowboy boots, cowboy shoes, perfumes, cologne or highly fragrant deodorants or powders.

*\*For complete dress code details, check out the U.S. Stores Partner Guide.*

Join the conversation on Facebook Starbucks Partners, Twitter @starbuckspartners, Instagram @starbuckspartners.

### HAIR. The mane event.

Keep it looking natural - no bright or unnatural colors (purple, pink, blue, green). Pull long hair back with clips, hair ties or bands.

### TIES OR SCARVES.

*You pick the color.*

Want to accessorize with a small scarf, necktie, even a bowtie? Pick one in any color - your choice. Simple prints or patterns are okay too.

### SHIRTS.

*As Jack would have it.*

Solid black or white shirts with collars, turtlenecks or mock turtlenecks are the rule. Tucked is the preference, but if you go untucked it has to be long enough so your midsection doesn't show (even when you reach) and no longer than your back pockets.

### NAME BADGES. Doodles - sure. Flair - nope.

Make your name badge your own, but your name must be legible.

### TATTOOS.

*Yes!*



We want customers to focus on you, not your body art. Tattoos are allowed, but not on your face or throat. Treat tattoos as your treat speech - you can't swear, make hateful comments or lewd jokes in the workplace, neither can your tattoos.

### SHOES.

*Be kind to your feet.*

Black or brown closed-toe shoes with a flat heel are a must. We suggest slip-resistant shoes to avoid a fall.

### HAVING A BABY?

*Congratulations!*

Choose from the items on this list with two special soon-to-be mom exceptions: wear a longer shirt or stretchy materials if it's more comfortable for you. A solid black dress is another option.

### PANTS, SHORTS & SKIRTS.

*Denim! need we say more?*

The bottom half of your outfit can be khaki (tan) or solid black (and yes, this includes dark black denim). If you choose to wear shorts or skirts - no more than four inches above the knees please.

# Starbucks Policy Manual For Employees

**Daniel Im**



## **Starbucks Policy Manual For Employees:**

Decisions and Orders of the National Labor Relations Board National Labor Relations Board, 2012-02-29 Includes the decisions and orders of the Board a table of cases and a cross reference index from the advance sheet numbers to the volume page numbers      **Business Periodicals Index** ,2008      **1501 Ways to Reward Employees** Bob B. Nelson, 2012-03-27 Today more than ever businesses need fresh ideas to nurture talent and retain employees enter 1 501 Ways to Reward Employees thoroughly revised updated and even more chockablock with ideas than 1 001 Ways to Reward Employees the groundbreaking national bestseller Adapted to meet the needs of an evolving workplace especially to deal creatively with virtual employees freelancers and permalancers international colleagues and the rule bending expectations of millennials its 1 501 low and no cost rewards and strategies are drawn from thousands of companies across the globe Ideas range from the informal Wells Fargo s thank you e cards and the offbeat JS Communications two free I Don t Want to Get Out of Bed Days to the formal J C Penney affirms new managers in a moving ceremony to the totally nutty the legendary honor of having your office sodded literally grassed over at Microsoft For bosses managers entrepreneurs small business owners consultants anyone who s responsible for working successfully in an ever tougher economy this is the rewards bible      Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2008      Daily Labor Report , 2008-12      The Handbook of Technology Management, Supply Chain Management, Marketing and Advertising, and Global Management Hossein Bidgoli, 2010 The discipline of technology management focuses on the scientific engineering and management issues related to the commercial introduction of new technologies Although more than thirty U S universities offer PhD programs in the subject there has never been a single comprehensive resource dedicated to technology management The Handbook of Technology Management fills that gap with coverage of all the core topics and applications in the field Edited by the renowned Doctor Hossein Bidgoli the three volumes here include all the basics for students educators and practitioners      **1501 Ways to Reward Employees** Bob Nelson, 2012-01-01 Suggests ways of motivating employees by recognizing their accomplishments including both formal and informal rewards individual and group rewards and special events incentives and contests      No Silver Bullets Daniel Im, 2017-09-01 What if I told you that you were only one step away from unlocking new levels of maturity and growth in your church The myth of the silver bullet still exists because we desperately want it to We all prefer quick fixes and bandage solutions to the long hard slow work that produces real change So the moment we learn about a new ministry or strategy and see its effect in another church we run to implement it in our own Unfortunately this impulse is usually met by opposition skepticism and ultimately rejection What if the solution isn t a new model or a complicated strategy but a shift in perspective What if you could keep your church s current vision values and model and simply make a few micro shifts leading to macro changes This book explores five micro shifts that have the potential to produce macro changes in your church As you read you will discover how to integrate these micro shifts into the

life of your church starting with the way you disciple You will finish by developing a plan to structure communicate and evaluate these changes to ensure that they take root and pave the way for lasting change and kingdom impact **ATD's Handbook for Talent Development and Training in Healthcare** Jacqueline Burandt, Gregory Rider, Niranjani Chidamber Papavaritis, 2021-11-16 Your Guide for Success in Talent Development and Healthcare Within every corner of a healthcare system reside talent development and training initiatives and thus the need for talent development TD professionals and expertise The ATD Talent Development and Training in Healthcare Handbook addresses the many opportunities and complex TD professionals face in the growing and rapidly changing healthcare space Effective talent development is the thread that weaves through an entire healthcare organization to ensure it is up to standard with latest practices in treating patients while providing a safe and engaging environment for staff Whether you are new to the field a clinician new TD or a seasoned TD professional in need of solutions and best practices you can turn to this evergreen resource whenever you need tried and true advice TD professionals have the unique role of tying together organizational and employee advancement in healthcare systems and likewise this handbook dives into areas for both business and professional evolution It covers six key themes across 26 chapters Learning and Development Basics Organizational Development Employee Development Business Acumen for the Health System Digital Transformation and Literacy Patient Centric Care Written by 25 fellow healthcare practitioners with extensive experience in the field from nurses physicians and administrators to instructional designers chief learning officers technology experts and leaders across the industry this book will help you maximize the impact of your work and improve your abilities to deliver the best care possible to your patients Labor Cases, 2010 A full text reporter of decisions rendered by federal and state courts throughout the United States on federal and state labor problems with case table and topical index Instructors Manual, Volume I-Chapters 1-10 Bovee, 2002-01-21 **Wage and Hour Manual for California Employers** Richard J. Simmons, 2010 Your Money: The Missing Manual J.D. Roth, 2010-03-04 Keeping your financial house in order is more important than ever But how do you deal with expenses debt taxes and retirement without getting overwhelmed This book points the way It s filled with the kind of practical guidance and sound insights that makes J D Roth s GetRichSlowly org a critically acclaimed source of personal finance advice You won t find any get rich quick schemes here just sensible advice for getting the most from your money Even if you have perfect credit and no debt you ll learn ways to make your rosy financial situation even better Get the info you need to make sensible decisions on saving spending and investing Learn the best ways to set and achieve financial goals Set up a realistic budget framework and learn how to track expenses Discover proven methods to help you eliminate debt Understand how to use credit wisely Win big by making smart decisions on your home and other big ticket items Learn how to get the most from your investments by avoiding rash decisions Decide how and how much to save for retirement **Managing Business Ethics** Alfred A. Marcus, Timothy J. Hargrave, 2019-12-19 Managing Business Ethics Solving Ethical Dilemmas teaches students how to

navigate ethical issues they will inevitably encounter using the weight of reasons approach This decision making framework can be applied at the individual organizational and stakeholder levels Authors Alfred Marcus and Timothy Hargrave underscore the need for employees at all levels to carefully consider the ethical implications of their actions Each chapter provides a case to walk through application of the framework Mini cases within each chapter allow students to practice applying this framework on their own A wide range of longer real world case studies are presented featuring companies relevant to students such as Facebook and Amazon This practical down to earth text delves into topics not covered extensively by other books such as slow and fast thinking the inherent conflict between the individual and organization conformity and the difficulties of speaking truth to power This compelling new text offers ample opportunity for students to engage in thoughtful reflection discussion and application as they grapple with ethical issues big and small Key Features Presents a weight of reasons ethical decision making framework to help students understand the steps for making the right decisions and the importance of thinking through both short term and long term effects In text examples and end of chapter cases applications provide ample opportunity for students to see and apply the ethical decision making framework 20 Real World Cases on timely topics like Sexual Harassment at Google pharmaceutical companies and the Opioid Epidemic and Whole Food s Conscious Capitalism **BNA's Americans with Disabilities Act Manual** ,2010 *The Great Shift*

*Psycho-spiritual Manual for Survival and Transformation in the Trump Era* Melinda Contreras-Byrd,2018-10-19 This book is a US based prophetic themed race and culture focused work which will serve to foster discussion on several important topics for Christians seeking to live out their faith in this present socio political era The foundational belief underlying this book is that we are living in an era of unique possibilities for the church to begin to make second order changes in our views of Christianity the church universal and the real life applications of theological concepts of evil and spiritual warfare as they apply to the struggles of this time in history For Black people in the United States racism has long been the elephant in the room during most Black White interactions on any level Growing expressions of racism have now forced the elephant not only to the forefront of White discourse but the elephant now sits comfortably at the altar railing of both Black and White church sanctuaries This book argues that we are at a critical time for action and gives suggestions for what at least some of those educational theological and psychological actions could be *Computers in Libraries* ,2007 **California Employment Law (2nd Ed.)** Douglas J. Farmer, Attorney,2017-05-01 The most comprehensive and easy to read reference on the market today Now used by thousands of human resources executives in house counsel business owners and employment lawyers across the United States this comprehensive guide addresses the latest legal rules and best practices to avoid liability in the California workplace Comes complete with the latest California forms checklists and compliance tools For recent changes to the law go to [www.EmploymentLawPublishers.com](http://www.EmploymentLawPublishers.com) for free legal updates between editions with your purchase [The Domestic Partnership Organizing Manual for Employee Benefits](#) Sally Kohn,1999 **Undress for Success** Kate Lister,Tom

Harnish,2009-04-01 This book is for the bummed out burned out and stressed out professional stay at home parent or retiring boomer who dreams of a home based job or business but doesn't know how to make that dream a reality Unlike the many change your life books that promise much and deliver little Undress4Success provides expert practical advice about 1 what home based jobs are available what talents they require what they pay who's hiring and how to land one 2 how to use the Web to search for work at home jobs and business opportunities without being scammed 3 how to turn professional talents into a freelance business and 4 how to convince an employer to adopt a telecommuting program Based on interviews with dozens of employers home based employees successful freelancers and leading telework researchers this book shows readers the way home

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