

# 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.

### 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.

### 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.*

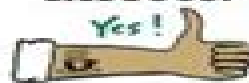
Solid black or white shirts with collars, turtlenecks or mock turtlenecks are the rule. Tucked is the preference, but if you go untucked it has to be long enough so your midsection doesn't show (even when you reach) and no longer than your back pockets.

### 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.

### 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.*

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# Starbucks Hr Manual

**Annelies Wilder-Smith**



## Starbucks Hr Manual:

Instructors Manual, Volume I-Chapters 1-10 Bovee,2002-01-21 *Everything But the Coffee* Bryant Simon,2009 Simon knows more about Starbucks and about why so many Americans find perfection in their lattes than anyone He connects our deepest desires to be good smart ethical consumers with our equally strong yearning to consume in an authentic way Our coffee Simon shows is us Sharon Zukin author of Naked City

**HRM in Practice: A Case Study Companion for Learners** Dr. Roopa Traisa,Mr. Sunil R Hegde,Mr. Mithun Kumar S,2025-05-29 HRM in Practice A Case Study Companion for Learners is a curated collection of real world human resource management case studies designed to bridge the gap between theory and practice This book explores diverse HR scenarios across recruitment training performance management employee relations and strategic HRM Each case challenges readers to think critically apply HR concepts and develop practical solutions for workplace dilemmas Ideal for students trainers and HR professionals this companion fosters experiential learning and decision making skills With discussion prompts and reflective questions it encourages engagement and helps learners understand the dynamic role of HR in organizational success

*A Problem-based Approach for Management Education* Philip Hallinger,Edwin M. Bridges,2007-05-22 A Problem based Approach for Management Education describes the use of problem based learning PBL in management education PBL is an active learning approach first pioneered in medical education but whose use has grown steadily in a variety of professional fields over the past two decades The authors draw upon their experience in using PBL in a broad array of management education programs at the Bachelor Master Doctoral and Executive levels in North America and in Asia This book is designed to provide both novice and experienced users of PBL with resources for designing and implementing problem based management education The book provides the novice with useful theoretical and practical background on how design a PBL curriculum use PBL in a classroom and develop PBL materials At the same time the book will challenge experienced users of PBL and case teaching to extend their applications through the use of learning technologies and more systematic approaches to assessment and curriculum design

*Advanced Human Resource Management* Sajia Ferdous,2025-03-03 Advanced Human Resource Management provides comprehensive practical guidance on understanding and implementing key strategies across various HR functions This essential textbook for postgraduate and final year undergraduate students of HRM covers an expansive discussion on contemporary contexts theories and strategies for the various HR functions From topics such as talent and performance management to managing diversity and maintaining sustainability the book engages with how to apply different HR management approaches within organizations to achieve sustained competitive advantage Features include Analysis of the impact of HR strategies at the micro meso and macro levels of the organization Considerations of legal and policy implications of HR practices for ensuring compliance Evaluation of the effectiveness of HRM strategies across different organizational settings including large and small organizations as well as public and private sectors Self assessment quiz

questions relevant case law and real world examples

### **Post-Pandemic Talent Management Models in Knowledge**

**Organizations** Talukdar, Mohammad Rafiqul Islam, Lamagna, Carmen Z., Villanueva, Charles Carillo, Nahar, Rezbina, Hassan, Farheen, 2022-05-27 In today's modern business world the dominant factor of any organization's success is human capital. Appropriately acquiring and managing talented staff is crucial to the growth and development of companies and provides them with a considerable competitive advantage in the industry. Further study on the importance of talent management is required to ensure businesses are able to thrive in the present environment. *Post-Pandemic Talent Management Models in Knowledge Organizations* discusses strategic human resource management and the talent management of post-modern knowledge-based organizations during the COVID-19 pandemic and post-pandemic paradigm. Covering critical topics such as organizational performance and creative work behavior, this major reference work is ideal for managers, business owners, entrepreneurs, academicians, researchers, scholars, instructors, and students.

**Human Resource Management and Ethics at Work** Lisa Grover, 2025-05-01 *Human Resource Management and Ethics at Work* dives deep into understanding ethical human resources practice, including professional codes of conduct and what it means to be an ethical human resources professional. Each chapter explores the philosophical underpinnings of the ethical challenges faced by contemporary human resources professionals. It draws upon narratives from fiction and film to bring these scenarios to life. Each chapter utilizes theories and concepts from philosophy to equip current and aspiring human resources professionals to think about ethical issues. There are no right answers here, but by provoking debate and discussion, human resources professionals can make better choices. Through understanding and practice, we become ethical human resources professionals. The book is structured around the three ethical perspectives: First, the perspective of the individual human resources professional focusing on good character and the traits of an ethical human resources professional. Second, the relationship between the individual human resources professional, the organisation, and its employees and human resources professional bodies. The human resources professional aims to have a positive impact on working lives but has to navigate a complex network of relationships and responsibilities. Third, the narrative moves to the macro level, identifying the social responsibilities of the human resources professional beyond their own organisation. A section of the book is dedicated to each of these pillars, exploring what they mean for the practising HR professional. Concepts and theories from philosophy are applied to understand this meaning. These tools can then be applied to novel situations that HR professionals go on to encounter in the workplace. Teaching activities are included throughout the book. This is an ideal resource for those undertaking an undergraduate or postgraduate course in human resource management, practising human resources professionals who worry about the right thing to do, or anyone interested in people management ethics.

*Beyond HR* John W. Boudreau, Peter M. Ramstad, 2007 In *Beyond HR: The New Science of Human Capital*, John Boudreau and Peter Ramstad show you how to do this through a new decision science: talentship. Through talentship, you move far beyond the merely reactive mind set of planning and budgeting for headcount and

hiring and retaining talent      **How Winning Works** Robyn Benincasa, 2012-05-22 Shares the eight essential elements of teamwork that ensure success in all areas of life to present a practical guide for managers seeking to improve their leadership skills      Patriot Number One Lauren Hilgers, 2019-04-09 NAMED ONE OF THE BEST BOOKS OF 2018 BY New York Times Critics Wall Street Journal Kirkus Reviews Christian Science Monitor San Francisco Chronicle Finalist for the PEN Jacqueline Bograd Weld Biography Award Shortlisted for the J Anthony Lukas Book Prize The deeply reported story of one indelible family transplanted from rural China to New York City forging a life between two worlds In 2014 in a snow covered house in Flushing Queens a village revolutionary from Southern China considered his options Zhuang Liehong was the son of a fisherman the former owner of a small tea shop and the spark that had sent his village into an uproar pitting residents against a corrupt local government Under the alias Patriot Number One he had stoked a series of pro democracy protests hoping to change his home for the better Instead sensing an impending crackdown Zhuang and his wife Little Yan left their infant son with relatives and traveled to America With few contacts and only a shaky grasp of English they had to start from scratch In Patriot Number One Hilgers follows this dauntless family through a world hidden in plain sight a byzantine network of employment agencies and language schools of underground asylum brokers and illegal dormitories that Flushing s Chinese community relies on for survival As the irrepressibly opinionated Zhuang and the more pragmatic Little Yan pursue legal status and struggle to reunite with their son we also meet others piecing together a new life in Flushing Tang a democracy activist who was caught up in the Tiananmen Square crackdown in 1989 is still dedicated to his cause after more than a decade in exile Karen a college graduate whose mother imagined a bold American life for her works part time in a nail salon as she attends vocational school and refuses to look backward With a novelist s eye for character and detail Hilgers captures the joys and indignities of building a life in a new country and the stubborn allure of the American dream      Managing Human Resources Susan E. Jackson, Randall S. Schuler, Steve Werner, 2017 This twelfth edition is the first to be published by Oxford University Press Eleven editions were previously published by Cengage Learning      **Human Resource Management at Work** Mick Marchington, Adrian Wilkinson, Rory Donnelly, Anastasia Kynighou, 2025-03-03 Human Resource Management at Work is a comprehensive guide to the theory and practice of HRM covering everything HR students need to excel in their academic studies This leading textbook is divided into four key parts The first part of the book covers HRM strategy and the global context whilst Part Two discusses the role of HR professionals and line managers in the workplace and how the responsibilities for delivering effective HR varies in a changing world of work Part Three has expert coverage of the key areas of HR including resourcing and talent management learning and development L D reward and employment relations The final part examines the impact that HRM can have on business performance and also outlines the key knowledge and skills required to manage a business project This updated edition now has coverage of artificial intelligence HR ecosystems equal value and pay ethics and the new approaches to project management It also includes

international real world examples reflective practice activities to encourage critical thinking exercises to help the consolidation of learning and explore further boxes to encourage wider reading This book is for students taking the CIPD Level 7 qualification and is also for non CIPD accredited HR postgraduate students Online supporting resources include an instructor s manual and lecture slides

**The Lonely Century** Noreena Hertz, 2021-02-02 A bold hopeful and thought provoking account by one of the world s leading thinkers The Observer of how we built a lonely world how the pandemic accelerated the problem and what we must do to come together again A compelling vision for how we can bridge our many divides at this time of great change and disruption Arianna Huffington founder and CEO of Thrive Global An important new book The Economist NEXT BIG IDEA CLUB NOMINEE NAMED ONE OF THE BEST BOOKS OF THE YEAR BY WIRED UK AND THE DAILY TELEGRAPH Loneliness has become the defining condition of the twenty first century It is damaging our health our wealth and our happiness and even threatening our democracy Never has it been more pervasive or more widespread but never has there been more that we can do about it Even before a global pandemic introduced us to terms like social distancing the fabric of community was unraveling and our personal relationships were under threat And technology isn t the sole culprit Equally to blame are the dismantling of civic institutions the radical reorganization of the workplace the mass migration to cities and decades of neoliberal policies that have placed self interest above the collective good This is not merely a mental health crisis Loneliness increases our risk of heart disease cancer and dementia Statistically it s as bad for our health as smoking fifteen cigarettes a day It s also an economic crisis costing us billions annually And it s a political crisis as feelings of marginalization fuel divisiveness and extremism around the world But it s also a crisis we have the power to solve Combining a decade of research with firsthand reporting Noreena Hertz takes us from a how to read a face class at an Ivy League university to isolated remote workers in London during lockdown from renting a friend in Manhattan to nursing home residents knitting bonnets for their robot caregivers in Japan Offering bold solutions ranging from compassionate AI to innovative models for urban living to new ways of reinvigorating our neighborhoods and reconciling our differences The Lonely Century offers a hopeful and empowering vision for how to heal our fractured communities and restore connection in our lives

*The Gospel According to Starbucks* Leonard Sweet, 2008-05-20 Leonard Sweet shows you how the passion that Starbucks has for creating an irresistible experience can connect you with God s stirring introduction to the experience of faith in *The Gospel According to Starbucks* You don t stand in line at Starbucks just to buy a cup of coffee You stop for the experience surrounding the cup of coffee Too many of us line up for God out of duty or guilt We completely miss the warmth and richness of the experience of living with God If we d learn to see what God is doing on earth we could participate fully in the irresistible life that he offers You can learn to pay attention like never before to identify where God is already in business right in your neighborhood The doors are open and the coffee is brewing God is serving the refreshing antidote to the unsatisfying arms length spiritual life and he won t even make you stand in line

**Managing Human Resources in the**

**21st Century** Ellen Ernst Kossek, Richard N. Block, 1999 This text uses a modular approach to lead the student to develop an understanding of the current theory principles policies and practices associated with human resource management decision making and strategy Students will learn to appreciate how the human resource function can contribute to organizational effectiveness and the achievement of strategic business objectives The authors present a balanced approach by considering HR issues from both the employer traditional and employee social perspectives *Strategic Human Resource Management*

Ananda Das Gupta, 2020-03-25 The concept of strategic human resource management has developed widely in the last couple of years especially because of the impact of human resources on the competitiveness of organizations The development of human resource strategies involves taking into account their multiple mutual dependencies and the fact that they must be vertically integrated with the business strategy These strategies define the intentions and plans related to the overall organizational considerations such as organizational competitiveness effectiveness or image and to more specific aspects of human resources management such as resourcing motivating valuating learning and development reward and employee relations Strategic management of human resources provides a large perspective on the way critical issues or success factors related to people can be addressed and how different concepts of strategic decisions are made with long term impacts on the behavior and success of the organization The fundamental objective of human resource strategic management is to generate strategic capabilities by ensuring that the organization has the high qualified committed and well motivated employees it needs to achieve and sustain the competitive advantage The emergence of strategic human resource management SHRM is influenced by global competition and the corresponding search for sources of a sustainable competitive advantage SHRM has achieved its prominence because it provides a means by which business firms can enhance the competitiveness and promote managerial efficiency It facilitates the development of human capital that meets the requirements of a competitive business strategy so that organizational goals and the mission of the organization will be achieved The HRM system is defined as a set of distinct but interrelated activities functions and processes that are directed at attracting developing and maintaining or disposing of a firm's human resources Many agree that HRM is the most effective tool which contributes to the creation of human capital and in turn contributes to organizational performance and the competitive advantage This book puts emphasis on understanding the role of HRM between organizations and people and provides an analytical approach toward encompassing HRM employment relations and organizational behavior As a management discipline HRM draws insights models and theories from cognate disciplines and applies them to real world settings Further this book discusses how current theoretical perspectives and frameworks e.g. those related to strategic competitiveness knowledge management learning organization communities of practice etc. can be applied by reflective practitioners to create an eco friendly organizational culture

**Sustainable Development and Corporate Social Responsibility** Dongyong Zhang, Stephen Morse, Uma Kambhampati, 2017-11-06 Corporate Social Responsibility CSR has become an important concept in the last few decades

Although it originated in the developed countries of the West the concept has been embraced and adapted by corporations and policy making agencies in many developing countries Not surprisingly given the importance of growth and development as policy objectives in these countries CSR has had a significant impact on sustainable development Sustainable Development and Corporate Social Responsibility explores the evolution of CSR across the developed and developing world with a particular focus on China and sustainable development Through an extensive review of the literature and relevant case studies the book examines whether CSR can make a contribution to sustainable development how the patterns of CSR in developed Western economies compare to that in the rapidly growing economy of China what trade offs take place between CSR and economic growth as well as the future of CSR and its possible impact on the global sustainable development agenda This book is a valuable resource for academics and upper level undergraduate and postgraduate students in the fields of human social geography economics business studies sustainable development development studies and environmental studies

*Strategic Human Resource Management* Catherine Truss, David Mankin, Clare Kelliher, 2012-01-19 This new text takes a fresh look at strategic HRM for the 21st century The well respected author team incorporate cutting edge research into an eminently student friendly format The book is packed with case studies including a large number based on original interviews with organisations

**Strategic Human Resources Exam Prep** Cybellium, Public Space and the Ideology of Place in American Culture, 2009-01-01 We typically take public space for granted as if it has continuously been there yet public space has always been the expression of the will of some agency person or institution who names the space gives it purpose and monitors its existence And often its use has been contested These new essays written for this volume approach public space through several key questions Who has the right to define public space How do such places generate and sustain symbolic meaning Is public space unchanging or is it subject to our subjective perception Do we given the public nature of public space have the right to subvert it These eighteen essays including several case studies offer convincing evidence of a spatial turn in American studies They argue for a re visioning of American culture as a history of place making and the instantiation of meaning in structures boundaries and spatial configurations Chronologically the subjects range from Pierre L Enfant s initial majestic conceptualization of Washington D C to the post modern realization that public space in the U S is increasingly a matter of waste Topics range from parks to cities to small towns from open air museums to airports encompassing the commercial marketing of place as well as the subversion and re possession of public space by the disenfranchised Ultimately public space is variously imagined as the site of social and political contestation and of aesthetic change



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