

# 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...

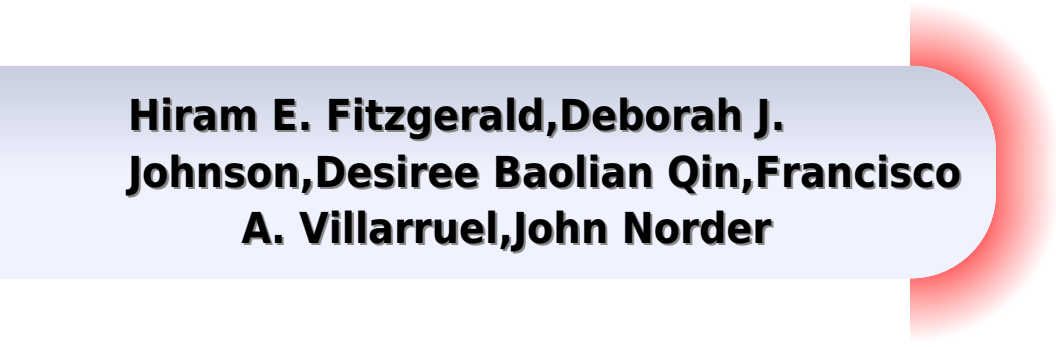
No blue jeans, sweatshirts, hoodies, T-shirts, athletic pants, leggings, crop pants, sweatpants, flared bellows or sports slacks, open-toed shoes, sandals, slugs, cowboy boots, cowboy shoes, perfumes, cologne or highly fragrant deodorants or powders.

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

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# **Starbucks Employee Handbook 2014**

**Hiram E. Fitzgerald, Deborah J.  
Johnson, Desiree Baolian Qin, Francisco  
A. Villarruel, John Norder**



## **Starbucks Employee Handbook 2014:**

**Handbook of Research on Business Ethics and Corporate Responsibilities** Palmer, Daniel E., 2015-01-31 While skeptics once saw the concept of business ethics as an oxymoron modern businesses are proving them wrong Success depends not only on educating young professionals about ethical practices but on the implementation of these practices in all aspects of a company The Handbook of Research on Business Ethics and Corporate Responsibilities explores the fundamental concepts that keep companies successful in the era of globalization and the internet Investigating the implementation of best practices and how ethics can be taught to the next generation of business experts this handbook is an essential reference source for students academics business managers or anyone interested in the increasingly interdisciplinary field of business ethics and its applications in the world today *Handbook of Research on Effective Communication, Leadership, and Conflict Resolution* Normore, Anthony H., Long, Larry W., Javidi, Mitch, 2016-02-26 In order for an organization to thrive it is essential to develop key strategies for interaction leadership and management within diverse settings Refining these skills ultimately aids in the arbitration of any potential conflicts that may arise during intra organizational interactions The Handbook of Research on Effective Communication Leadership and Conflict Resolution evaluates operational strategies and interpersonal skill development for the successful leadership and management of modern organizations Highlighting various governance and interaction techniques that assist in mediating organizational controversies this handbook of research is a vital source for professionals leaders managers and human resource specialists interested in developing skills needed to efficiently communicate collaborate and negotiate across differences within an organization **The Handbook of Service Innovation** Renu Agarwal, Willem Selen, Göran Roos, Roy Green, 2015-04-08 Bringing together some of the world's leading thinkers academics and professionals to provide practitioners students and academicians with comprehensive insights into implementing effective service innovation This book presents service innovation holistically and systemically across various service areas including health education tourism hospitality telecommunications and retail It addresses contemporary issues through conceptual and applied contributions across industry academia and government providing insights for improved practice and policy making Featuring cutting edge research contributions practical examples implementations and a select number of case studies across several growth service industries this book also includes examples of failed service innovation attempts in order to demonstrate a balanced view of the topic and to make clear the pitfalls to be avoided Culminating in a suggested step by step guide to enable service organization's managers to understand and implement the concepts of service innovation and manage its evolutionary processes effectively this book will prove a valuable resource to a wide reaching audience including researchers practitioners managers and students who aspire to create a deeper scientific foundation for service design and engineering service experience and marketing and service management and innovation Includes endorsements from professionals in the field of service innovation **Handbook of Research on Strategic Performance**

**Management and Measurement Using Data Envelopment Analysis** Osman, Ibrahim H.,Anouze, Abdel Latef,Emrouznejad, Ali,2013-08-31 Organizations can use the valuable tool of data envelopment analysis DEA to make informed decisions on developing successful strategies setting specific goals and identifying underperforming activities to improve the output or outcome of performance measurement The Handbook of Research on Strategic Performance Management and Measurement Using Data Envelopment Analysis highlights the advantages of using DEA as a tool to improve business performance and identify sources of inefficiency in public and private organizations These recently developed theories and applications of DEA will be useful for policymakers managers and practitioners in the areas of sustainable development of our society including environment agriculture finance and higher education sectors

**Handbook of Global Leadership and Followership** Joan F. Marques,June Schmieder-Ramirez,Petros G. Malakyan,2023-03-29 This handbook integrates the best leadership and followership theories and practices between the Global North West countries of Western individualistic cultures in Europe North America Australia and Oceania and the Global South East countries of Eastern collectivistic cultures in Asia Africa South America and South East Asian and Oceania There is a need to bring the Global North West and the Global South East together to address global challenges such as the climate change global hunger and poverty domestic and international terrorism social justice gender inequality and domestic and global abuse of human and natural resources This innovative volume proposes that the democratic leadership of the Global North West and the human centered followership of the Global South East can transform the world if leadership and followership values education and practices are integrated It utilizes findings from positive psychology social psychology organizational behavior and world religions and contemplative wisdom traditions to highlight the case for global leadership and followership

Handbook on Globalisation and Labour Standards Elliott, Kimberly A.,2022-03-15 This comprehensive Handbook explores the complex and volatile debate over globalisation and labour standards It offers key insights into the impact of globalisation on workers the obligations of corporations and international legal bodies in protecting workers rights and maximising the opportunities offered by international trade and investment

Handbook of Research on Managerial Practices and Disruptive Innovation in Asia Ordoñez de Pablos, Patricia,Zhang, Xi,Chui, Kwok Tai,2019-08-30 Collaboration in business allows for equitable opportunities and inclusive growth as the economy rises while also permitting partnering organizations to adopt and utilize the latest successful practices and management However a market in stasis may require a displacement in order to allow businesses to grow and create new alliances and partnerships toward a shared economy There is a need for studies that seek to understand the necessity of market disruption and the best supervisory methods for remaining relevant and profitable in a time of change The Handbook of Research on Managerial Practices and Disruptive Innovation in Asia is an essential reference source that explores successful executive behavior and business operations striving toward a more inclusive economy Featuring research on topics such as employee welfare brand orientation and

entrepreneurship this publication is ideally designed for human resources developers policymakers IT specialists economists executives managers corporate directors information technologists and academicians seeking current research focusing on innovative business factors and sustainable economies in Asia     The Emerald Handbook of Appearance in the Workplace Adelina Broadbridge,2023-11-27 The first of its kind in addressing appearance and careers with varying approaches and across a diverse range of concepts this Handbook provides an essential overview of the unspoken impact that personal presentation and assumptions can have on how employees are perceived and ultimately progress in their careers     *The Routledge Handbook of Diversity, Equity, and Inclusion Management in the Hospitality Industry* Ashokkumar Manoharan,Juan M. Madera,Manisha Singal,2023-10-13 Interdisciplinary in terms of both its coverage and contributions The Routledge Handbook of Diversity Equity and Inclusion Management in the Hospitality Industry provides an informative and systematic guide to the current state of knowledge on workforce diversity and its management Providing empirical knowledge and reflective practice on diversity issues and their management in the hospitality industry this handbook includes chapters written by a plethora of experts in the diversity management DM field including scholars academics and industry experts such as managers from leading hospitality industry firms Logically structured and embellished with illustrative figures throughout the volume provides critical reviews and an appraisal of current research and the future development of conceptual and theoretical approaches to diversity equity and inclusion DEI management in the hospitality industry including dimensions of diversity in hospitality such as gender cultural ethnic age disability sexual orientation and Indigenous workers Elucidative examples are used from different countries such as Australia Austria Canada Japan United Arab Emirates and India and the volume takes a solution based approach providing future directions for emerging diversity researchers Global in perspective this book is a pivotal teaching resource for academics an illustrative reference resource for Ph D students and early career researchers who work on workforce diversity and a practical guide for managers and HR consultants It will also appeal to wider audiences including those in tourism recreation and leisure studies and other professional fields     Human Resource Management Talya Bauer,Berrin Erdogan,David Caughlin,Donald Truxillo,2023-11-28 Human Resource Management People Data and Analytics Second Edition introduces students to the fundamentals of talent management with integrated coverage of analytics in every chapter Features tied to SHRM competencies and data exercises offer hands on opportunities to practice the analytical and decision making skills needed to excel in today s job market     **Handbook of Research on Global Supply Chain Management** Christiansen, Bryan,2015-11-12 Supply Chain Management SCM has always been an important aspect of an enterprise s business model and an effective supply chain network is essential to remaining competitive in a global environment By properly managing the flow of goods and services businesses can operate more efficiently while managing most of the workload behind the scenes The Handbook of Research on Global Supply Chain Management is an in depth reference source that covers emerging

issues and relevant applications of information pertaining to supply chain management from an international perspective Featuring coverage on topics such as the global importance of SCMs to strategies for producing an effective supply chain this comprehensive publication is an essential resource for academics and business professionals alike interested in uncovering managerial insight and logistics solutions

**The SAGE Handbook of Social Media Marketing** Annmarie Hanlon, Tracy L. Tuten, 2022-06-16 Social media marketing has become indispensable for marketers who utilize social media to achieve marketing objectives ranging from customer care to advertising to commerce This Handbook explores the foundations and methodologies in analysing the important aspects of social media for organisations and consumers It investigates critical areas concerning communities culture communication and content and considers social media sales This Handbook brings together the critical factors in social media marketing as the essential reference set for researchers in this area of continued growth It is essential reading for postgraduate students researchers and practitioners in a range of disciplines exploring the area Part 1 Foundations of Social Media Marketing Part 2 Methodologies and Theories in Social Media Part 3 Channels and Platforms in Social Media Part 4 Tools Tactics and Techniques in Social Media Marketing Part 5 Management and Metrics in Social Media Part 6 Ethical Issues in Social Media

**The Routledge Handbook of Corporate Social Responsibility Communication** Amy O'Connor, 2022-11-22 Winner of the National Communication Association's Public Relations Division 2023 Outstanding Book Award This handbook is a resource for students faculty and researchers who are focused on understanding the role communication plays in the formation and execution of corporate social responsibility CSR activities Bringing together authors who are thought leaders and emerging scholars from diverse theoretical and methodological perspectives it examines the issues central to CSR communication including theoretical underpinnings form and content of CSR messaging the boundaries of engagement and the tensions associated with CSR communication It offers a unique combination of functional and formative approaches to CSR communication designed to expose readers to a blend of approaches With attention to issues of diversity equity and inclusion this handbook also explicitly addresses recent societal changes and how those changes will impact CSR communication research and practices in the future Offering both a strong introduction to topics for novices as well as a more advanced interrogation of CSR communication for more knowledgeable readers the handbook is appropriate for advanced students and researchers in public relations strategic communication organizational communication and allied fields

**The Routledge Handbook of Employee Communication and Organizational Processes** Soojin Kim, Patrice M. Buzzanell, Alessandra Mazzei, Jeong-Nam Kim, 2025-05-22 This Routledge Handbook takes a truly global and multidisciplinary approach to exploring all facets of employee communication Beginning with two key disciplinary approaches organizational communication and public relations scholars capture and define employee communication from both perspectives addressing commonalities and bridging disciplinary differences This volume places importance on the everyday communicative behaviors by internal members such as leaders managers inter

generational cohorts employees and those working on behalf of organizations such as social media influencers and on expansive conceptualizations of employee communication such as chatbots environment and global supply chain members involved in organizing With a focus on employees in situ the authors respond to these key questions in what ways is employee communication relevant today What does employee communication entail How why and to what extent does employee communication influence or become influenced by organizational processes Investigating antecedents organizational contexts and processes and consequences of employee communication and offering key theoretical information and empirically driven recommendations for practice this handbook will be an essential resource for students researchers and industry practitioners in employee communication organizational communication business and management leadership communication and public relations more generally

**The Wiley Handbook of Global Workplace Learning** Vanessa Hammler Kenon, Sunay Vasant Palsole, 2019-03-22 Inclusive Guide Provides Practical Applications for Workplace Education Theory from Diverse Perspectives The Wiley Handbook of Global Workplace Learning explores the field of workplace education using contributions from both experts and emerging scholars in industry and academia Unlike many previously published titles on the subject the Handbook focuses on offering readers a truly global overview of workplace learning at a price point that makes it accessible for independent researchers and Human Resources professionals Designed to strike a balance between theory and practice the Handbook provides a wealth of information on foundational topics theoretical frameworks current and emerging trends technological updates implementation strategies and research methodologies Chapters covering recent research illustrate the importance of workplace learning topics ranging from meditation to change management while others give pragmatic and replicable applications for the design promotion and implementation of impactful learning opportunities for employees at any company regardless of industry A sampling of topics addressed includes Using an Experiential Learning Model to Design an Assessment Framework for Workplace Learning Measuring Innovative Thinking and Acting Skills as Workplace Related Professional Competence Multiple chapters specifically addressing international business such as Competency in Globalization and Intercultural Communication Global Strategic Planning and Global Talent Management Research and recommendations on bridging generational and cultural divides as well as addressing employee learning disabilities With its impressive breadth of coverage and focus on real world problem solving this volume serves as a comprehensive tool for examining and improving practices in global workplace learning It will prove to be a valuable resource for students and recent graduates entering the workforce and for those working in Human Resources and related fields

Handbook of Children and Prejudice Hiram E. Fitzgerald, Deborah J. Johnson, Desiree Baolian Qin, Francisco A. Villarruel, John Norder, 2019-05-21 This handbook examines the effects and influences on child and youth development of prejudice discrimination and inequity as well as other critical contexts including implicit bias explicit racism post immigration processes social policies parenting and media influences It traces the impact of bias and discrimination on

children from infancy through emerging adulthood with implications for later years The handbook explores ways in which the expanding social economic and racial inequities in society are linked to increases in negative outcomes for children through exposure to adverse childhood experiences ACEs Chapters examine a range of ACEs low income separation divorce family substance abuse and mental illness exposure to neighborhood and or domestic violence parental incarceration immigration and displacement and parent loss through death Chapters also discuss discrimination and prejudice within the adverse experiences of African American Asian American European American Latino Native American Arab American and Sikh as well as LGBTQ youth and non binary children Additionally the handbook elevates dynamic aspects of resilience adjustment and the daily triumphs of children and youth faced with issues related to prejudice and differential treatment Topics featured in the Handbook include The intergenerational transmission of protective parent responses to historical trauma The emotional impact of the acting white accusation DREAMers and their experience growing up undocumented in the USA Online racial discrimination and its relation to mental health and academic outcomes Teaching strategies for preventing bigoted behavior in class Emerging areas such as sociopolitical issues gender prejudice and dating violence The Handbook of Children and Prejudice is a must have resource for researchers graduate students clinicians therapists and other professionals in clinical child and school psychology social work public health developmental psychology pediatrics family studies juvenile justice child and adolescent psychiatry and educational psychology

*Lead with Heart in Mind* Joan Marques, 2019-08-09 This enlightening and inspiring book shows both accomplished and aspiring leaders how to harness Buddhist philosophies to practice more effective and sustainable leadership Illustrated through the stories of visionary and innovative leaders in many fields including Elon Musk Tesla Malala Yousafzai human rights Howard Schultz Starbucks and Muhammad Yunus microfinance and development this volume links an ancient Buddhist concept known as the Noble Eightfold Path to contemporary needs to develop an alternative paradigm to the excessive bottom line focus and winner take all approach that has come to dominate leadership practice in recent decades The stunning rejection by the United Kingdom of the European Union and the divisive US presidential race of 2016 serve as a dramatic backdrop to complex social issues that require creative solutions bringing together stakeholders from different fields and points of view The Eightfold Path characterized by the following elements Right View Right Intention Right Speech Right Action Right Livelihood Right Effort Right Mindfulness and Right Concentration is an approach to leadership that balances individual and collective concerns while aligning pragmatic and spiritual priorities Joan Marques an accomplished author speaker and educator on spirituality in organizations with extensive experience in teaching and applying Buddhist principles demonstrates how the Eightfold Path can inform practices and decisions that result in long term communal benefits and in the process develop more mindful and conscientious leaders capable of tackling multifaceted challenges

*Management Techniques for a Diverse and Cross-Cultural Workforce* Sharma, Naman, Singh, Vinod Kumar, Pathak, Swati, 2018-02-16 Workforce diversity refers to a



strategy that promotes and supports the integration of human diversification in business By utilizing focused inclusion policies and practices businesses can guide work environments and create an optimal business culture Management Techniques for a Diverse and Cross Cultural Workforce is a critical scholarly resource that examines the emerging work culture to understand the underlying human processes prevalent in modern organizations Featuring coverage on a broad range of topics such as gender diversity workforce trends and inclusion management this book is geared towards business owners managers entrepreneurs professionals researchers and students seeking current research on diversity management

**The ^AOxford Handbook of Organizational Citizenship Behavior** Philip M. Podsakoff, Scott B. MacKenzie, Nathan P. Podsakoff, 2018-06-27 The Oxford Handbook of Organizational Citizenship Behavior provides a broad and interdisciplinary review of state of the art research on organizational citizenship behaviors and related constructs The overarching goal is to offer a single resource that will inform and inspire scholars and practitioners of the origins of this construct the current state of research on this topic and potentially exciting avenues for future exploration The Oxford Handbook of Leader-Member Exchange Talya N. Bauer, Berrin Erdogan, 2015-08-14 Leader member exchange LMX is the foremost dyadic theory in the leadership literature Whereas contemporary leadership theories such as transformational servant or authentic leadership theories focus on the effects of leader behaviors on employee attitudes motivation and team outcomes relational leadership theory views the dyadic relationship quality between leaders and members as the key to understanding leader effects on members teams and organizations This approach views trust and respect based relationships as the cornerstone of leadership LMX has grown from a new theory in the 1970s to a mature area of research in 2015 Interest in this theory has increased rapidly over the past four decades and the pace of research in this area continues to accelerate dramatically The Oxford Handbook of Leader Member Exchange takes stock of the literature to examine its roots what is currently known what research gaps may exist and what areas are in need of the most urgent research

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