

# 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 Employee Policy Manual

**National Labor Relations Board**



## **Starbucks Employee Policy Manual:**

*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** 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

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

**The Complete Idiot's Guide to Being a Successful Entrepreneur** John Sortino, 1999 The founder of the Vermont Teddy Bear Company offers insider tips on raising capital marketing making deals hiring employees and creating quality products

**Decisions and Orders of the National Labor Relations Board** United States. National Labor Relations Board, 2008

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

**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

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

**Value Sphere, The: The Corporate Executives' Handbook For Creating And Retaining Shareholder Wealth (4th Edition)** Anjan Thakor, Todd Milbourn, John A Boquist, 2009-08-07 This book written in story narrative form traces the development of a company from a start up to a global enterprise It develops the key concepts related to this evolution corporate strategy raising external finance capital budgeting dividend policy mergers and acquisition globalization marketing and human resource management The focus is on topics in corporate strategy and corporate finance and each topic is developed in depth with problem sets and reflection questions within the context of the organization s evolution The Power Point slides practice problems and solutions as well as intervention exercises for executive education teaching is available upon request for all instructors who adopt this book as a course text Please send your request to sales wspc com

Daily Labor Report ,2008-12 Business Periodicals Index ,2008

Fundamentals of Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-12-10 Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today s ever evolving workplace

*Poke The Box* Seth Godin, 2015-09-15 A one two punch Half kick in the ass half cheerleading encouragement Steven Pressfield author of The War of Art If you are happy being just a dreamer perhaps you don t need this book If you re enjoying the status quo don t even consider reading this book If you are content waiting for success to find you please put this book down and go find something else to read Why has Poke the Box become a cult classic Because it s a book that dares readers to do something they re

afraid of It could be what you need too Is Seth Godin the Pied Piper for however many of us have been afraid to fail Will I answer his call Will you Peter Shermeta reviewing the original edition of Poke the Box Computer and Information Security Handbook (2-Volume Set) John R. Vacca,2024-08-28 Computer and Information Security Handbook Fourth Edition offers deep coverage of an extremely wide range of issues in computer and cybersecurity theory along with applications and best practices offering the latest insights into established and emerging technologies and advancements With new parts devoted to such current topics as Cyber Security for the Smart City and Smart Homes Cyber Security of Connected and Automated Vehicles and Future Cyber Security Trends and Directions the book now has 104 chapters in 2 Volumes written by leading experts in their fields as well as 8 updated appendices and an expanded glossary Chapters new to this edition include such timely topics as Threat Landscape and Good Practices for Internet Infrastructure Cyber Attacks Against the Grid Infrastructure Threat Landscape and Good Practices for the Smart Grid Infrastructure Energy Infrastructure Cyber Security Smart Cities Cyber Security Concerns Community Preparedness Action Groups for Smart City Cyber Security Smart City Disaster Preparedness and Resilience Cyber Security in Smart Homes Threat Landscape and Good Practices for Smart Homes and Converged Media Future Trends for Cyber Security for Smart Cities and Smart Homes Cyber Attacks and Defenses on Intelligent Connected Vehicles Cyber Security Issues in VANETs Use of AI in Cyber Security New Cyber Security Vulnerabilities and Trends Facing Aerospace and Defense Systems and much more Written by leaders in the field Comprehensive and up to date coverage of the latest security technologies issues and best practices Presents methods for analysis along with problem solving techniques for implementing practical solutions **How to Really Recruit, Motivate and Lead Your Team** Newman,Ruth G. Newman,Brookline Books/Lumen Editions,1994 Whether it s hiring the right people providing sufficient training or motivating staff most owners and managers are always seeking new and better ways to manage people This book takes an in depth look at the effective management strategies of exceptional companies and provides the reader with real life solutions to the most common people managing problems 260 p **Instructors Manual, Volume I-Chapters 1-10** Bovee,2002-01-21 **Computer and Information Security Handbook** John R. Vacca,2017-05-10 Computer and Information Security Handbook Third Edition provides the most current and complete reference on computer security available in one volume The book offers deep coverage of an extremely wide range of issues in computer and cybersecurity theory applications and best practices offering the latest insights into established and emerging technologies and advancements With new parts devoted to such current topics as Cloud Security Cyber Physical Security and Critical Infrastructure Security the book now has 100 chapters written by leading experts in their fields as well as 12 updated appendices and an expanded glossary It continues its successful format of offering problem solving techniques that use real life case studies checklists hands on exercises question and answers and summaries Chapters new to this edition include such timely topics as Cyber Warfare Endpoint Security Ethical Hacking Internet of Things Security Nanoscale

Networking and Communications Security Social Engineering System Forensics Wireless Sensor Network Security Verifying User and Host Identity Detecting System Intrusions Insider Threats Security Certification and Standards Implementation Metadata Forensics Hard Drive Imaging Context Aware Multi Factor Authentication Cloud Security Protecting Virtual Infrastructure Penetration Testing and much more Online chapters can also be found on the book companion website <https://www.elsevier.com/books-and-journals/book-companion/9780128038437> Written by leaders in the field Comprehensive and up to date coverage of the latest security technologies issues and best practices Presents methods for analysis along with problem solving techniques for implementing practical solutions

*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

*The Oxford Handbook of Organizational Climate and Culture* Karen M. Barbera, 2014-05-07 The Oxford Handbook of Organizational Climate and Culture presents the breadth of topics from Industrial and Organizational Psychology and Organizational Behavior through the lenses of organizational climate and culture The Handbook reveals in great detail how in both research and practice climate and culture reciprocally influence each other The details reveal the many practices that organizations use to acquire develop manage motivate lead and treat employees both at home and in the multinational settings that characterize contemporary organizations Chapter authors are both expert in their fields of research and also represent current climate and culture practice in five national and international companies 3M McDonald s the Mayo Clinic PepsiCo and Tata In addition new approaches to the collection and analysis of climate and culture data are presented as well as new thinking about organizational change from an integrated climate and culture paradigm No other compendium integrates climate and culture thinking like this Handbook does and no other compendium presents both an up to date review of the theory and research on the many facets of climate and culture as well as contemporary practice The Handbook takes a climate and culture vantage point on micro approaches to human issues at work recruitment and hiring training and performance management motivation and fairness as well as organizational processes teams leadership careers communication and it also explicates the fact that these are lodged within firms that function in larger national and international contexts

*Wage and Hour Manual for California Employers* Richard J. Simmons, 2010

## The Enigmatic Realm of **Starbucks Employee Policy Manual**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **Starbucks Employee Policy Manual** a literary masterpiece penned by a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of those that partake in its reading experience.

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