

# 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

**Hossein Bidgoli**



## **Starbucks Policy Manual:**

**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

**Handbook of Cost Management** Roman L. Weil, Michael W. Maher, 2005-05-31 Handbook of Cost Management Second Edition covers all of the essential topics in cost management and accounting It includes conventional topics such as job costing and cost allocation as well as such current topics as balanced scorecard economic value added logistics and marketing cost theory of constraints inter organizational costing and the cost of quality **Decisions and Orders of the National Labor Relations Board** United States. National Labor Relations Board, 2008 *Business Periodicals Index*, 2008

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 *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 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

**Handbook of Research on Green Economic Development Initiatives and Strategies** Erdo?du, M. Mustafa, Arun, Thankom, Ahmad, Imran Habib, 2016-06-27 Climate change is one of the most pressing issues facing the world today as it affects all sectors of life be it global economics or human rights activism timely action is required to avoid global catastrophe Understanding the importance of climate change mitigation renewable energies clean technologies and green development has become necessary for effective leadership The Handbook of Research on Green Economic Development Initiatives and Strategies provides the necessary information to reduce the climate change vulnerability of socio economic systems in the most cost effective manner This handbook of research is ideal for policy makers non governmental organizations NGOs government agencies businesses and professionals looking to temper the effects of climate change **The Oxford**

**Handbook of Intellectual Property Law** Rochelle C. Dreyfuss, Justine Pila, 2018-04-12 We live in an age in which expressive informational and technological subject matter are becoming increasingly important Intellectual property is the primary means by which the law seeks to regulate such subject matter It aims to promote innovation and creativity and in doing so to support solutions to global environmental and health problems as well as freedom of expression and democracy It also seeks to stimulate economic growth and competition accounting for its centrality to EU Internal Market and international trade and development policies Additionally it is of enormous and increasing importance to business As a result there is a substantial and ever growing interest in intellectual property law across all spheres of industry and social policy including an interest in its legal principles its social and normative foundations and its place and operation in the political economy This handbook written by leading academics and practitioners from the field of intellectual property law and suitable for both a specialist legal readership and an intelligent but non specialist legal and non legal readership provides a comprehensive account of the following areas The foundations of IP law including its emergence and development in different jurisdictions and regions The substantive rules and principles of IP and Important issues arising from the existence and operation of IP in the political economy *The Routledge Handbook of Language and Politics* Ruth Wodak, Bernhard

Forchtner,2017-08-23 The Routledge Handbook of Language and Politics provides a comprehensive overview of this important and dynamic area of study and research Language is indispensable to initiating justifying legitimatising and coordinating action as well as negotiating conflict and as such is intrinsically linked to the area of politics With 45 chapters written by leading scholars from around the world this Handbook covers the following key areas Overviews of the most influential theoretical approaches including Bourdieu Foucault Habermas and Marx Methodological approaches to language and politics covering among others content analysis conversation analysis multimodal analysis and narrative analysis Genres of political action from speech making and policy to national anthems and billboards Cutting edge case studies about hot topic socio political phenomena such as ageing social class gendered politics and populism The Routledge Handbook of Language and Politics is a vibrant survey of this key field and is essential reading for advanced students and researchers studying language and politics

**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

Small Business, Big Opportunity Rob Hartnett,2006

**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

**Daily Labor Report** ,2008-12

**Outlook on the Web Training Manual Classroom in a Book** TeachUcomp ,2019-10-27 Complete classroom training manual for Microsoft Outlook on the Web 143 pages and 94 individual topics Includes practice exercises and keyboard shortcuts You will learn all about email tasks effective use of the calendar and much more Topics Covered Getting Acquainted with Outlook on the Web 1 Introduction to the Outlook on the Web 2 What is the Outlook on the Web 3 Starting Outlook on the Web 4 The Outlook on the Web Environment 5 System Requirements for

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**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 Encyclopedia of Operations Management** Arthur V. Hill, 2012 This is the perfect field manual for every supply chain or operations management practitioner and student The field s only single volume reference it s uniquely convenient and uniquely affordable With nearly 1 500 well organized definitions it can help students quickly map all areas of operations and supply chain management and prepare for case discussions exams and job interviews For instructors it serves as an invaluable desk reference and teaching aid that goes far beyond

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### **Resource Manual for Airport**

**In-terminal Concessions** ,2011 TRB s Airport Cooperative Research Program ACRP Report 54 Resource Manual for Airport In Terminal Concessions provides guidance on the development and implementation of airport concession programs The report includes information on the airport concession process concession goals potential customers developing a concession space plan and concession mix the Airport Concessions Disadvantaged Business Enterprise ACDBE program and concession procurement contracting and management practices Publisher s description

### **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 *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](http://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

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