

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 ringy.

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.

It's all about that APRONS.

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 10mm and a small nose stud is allowed (no septum or rings). No other visible pierced jewelry or body adornments.

FINGERNAILS.

An 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, yoga pants, sweatpants, fabric tattoos or sports cleaves, open-toed shoes, sandals, flip-flops, cowboy boots, cowboy shoes, perfume, 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 @starbucksprtnrs, 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 basic 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 you 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

John R. Vacca



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Table of Contents Starbucks Employee Policy Manual

1. Understanding the eBook Starbucks Employee Policy Manual
 - The Rise of Digital Reading Starbucks Employee Policy Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Starbucks Employee Policy Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Starbucks Employee Policy Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Starbucks Employee Policy Manual
 - Personalized Recommendations
 - Starbucks Employee Policy Manual User Reviews and Ratings

- Starbucks Employee Policy Manual and Bestseller Lists
- 5. Accessing Starbucks Employee Policy Manual Free and Paid eBooks
 - Starbucks Employee Policy Manual Public Domain eBooks
 - Starbucks Employee Policy Manual eBook Subscription Services
 - Starbucks Employee Policy Manual Budget-Friendly Options
- 6. Navigating Starbucks Employee Policy Manual eBook Formats
 - ePub, PDF, MOBI, and More
 - Starbucks Employee Policy Manual Compatibility with Devices
 - Starbucks Employee Policy Manual Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Starbucks Employee Policy Manual
 - Highlighting and Note-Taking Starbucks Employee Policy Manual
 - Interactive Elements Starbucks Employee Policy Manual
- 8. Staying Engaged with Starbucks Employee Policy Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Starbucks Employee Policy Manual
- 9. Balancing eBooks and Physical Books Starbucks Employee Policy Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Starbucks Employee Policy Manual
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Starbucks Employee Policy Manual
 - Setting Reading Goals Starbucks Employee Policy Manual
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Starbucks Employee Policy Manual
 - Fact-Checking eBook Content of Starbucks Employee Policy Manual
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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