

# 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 safety.*

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.

*First one - PRSS - win.*

You'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 not 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 piercings. This includes gauges, ideally no bigger than 3mm and a small nose stud is allowed (no septum or rings). No other visible gauges/piercings or body modifications.

### 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.

*Hand to top if all off...*  
If a hat is required by state or local laws, wear one with a Starbucks logo.

### EN CASE YOU WERE WONDERING...

No blue jeans, sweatshirts, hoodies, T-shirts, athletic wear, leathers, zip-ups, zip-ponos, sweatpants, pajamas, pajama pants or sports wear, zippered shirts, cut-offs, shorts, tank tops, athletic shorts, cargo shorts, perfume, cologne or fragrant deodorants or powders.

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

Join the conversation on Facebook StarbucksPartners, 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, necklace, even a bowtie? Pick one in any color - your choice. Simple prints or patterns are okay too.

### SHIRTS.

*It's that's your best.*

Solid black or white shirts with collars, button-downs or mock button-downs are the rule. Tucked in 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. *Dediles - sort. Flair - more.*

Make your name badge your own, but your name must be legible.

### TATTOOS.



We want customers to focus on you, not your body art. Tattoos are allowed, but not on your face or throat. Throat tattoos are fine, though - throat speech - you can't sneeze, make hateful comments or lead jolts in the workplace, neither can your tattoos.

### HAVING A BABY?

*Congratulations!*

Choose from the items on this list with two special exceptions: wearing a longer shirt or stretchy materials of it's more comfortable for you. A solid black dress is another option.

### 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.

# Starbucks Hr Manual

**John Bratton**

## Starbucks Hr Manual:

**Instructors Manual, Volume I-Chapters 1-10** Bovee,2002-01-21 *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

**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 utilises 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 **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

### **Post-Pandemic Talent**

**Management Models in Knowledge Organizations** Talukdar, Mohammad Rafiqul Islam,Lamagna, Carmen Z.,Villanueva, Charles Carillo,Nahar, Rezbin,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

**Instructors Resource Manual and Solutions, Chap. 1-15** Jeffrey Slater,2002-09-04 *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

*Starbucks' Human Resource Management Policies and the Growth Challenge* Shirisha Regani,2005 Starbucks is one of the best known and fastest growing companies in the world Set up in 1971 in Seattle the company grew slowly initially but expanded rapidly in the late 1980s and the 1990s By the early 2000s there were nearly 9 000 Starbucks outlets across the world and the company s eventual retail target was to open 30 000 outlets It was widely believed that the company s success and rapid growth could be attributed largely to its committed and motivated workforce This case discusses the human resource

management polices and work culture at Starbucks Starbucks cared about its employees and was one of the few companies in the retail sector to provide generous benefits to both full time workers as well as part timers This ensured that employees remained motivated and Starbucks had a relatively low employee turnover However in the early 2000s the company faced the challenge of finding and retaining the right number and kind of employees to man its future growth

*Excellence in Business* Courtland L. Bové,2005 *Driving Results* Gary A. Garfield,2022-06-30 Discover the keys to effective

organizational transformation from an author who did it as the CEO of an iconic company In Driving Results Six Lessons Learned from Transforming an Iconic Company now retired Chief Executive Officer Gary Garfield delivers an incisive and eye opening road map of how to transform any organization department or group Through a series of massive changes Garfield drove record results while the CEO By sharing his learnings on driving change in this insightful book you ll learn how you

can use the six essential elements to drive results through change at your organization or with your team In the book the celebrated author presents Startling insights into the symptoms of a dysfunctional organization or group and how to turn it around Comprehensive explanations of each of the six keys to transformation and how to implement them in any company or team Strategies for selling change throughout your organization or group to ensure its success The hallmarks of successful change leaders The importance of culture and how to change it Critical people issues that so often arise during transformation efforts and how to deal with those issues A must read collection of thought provoking practical and hands on methods for delivering impactful and quantifiable change in any environment Driving Results is the blueprint for transforming any organization or group into a high performing and culturally healthy powerhouse *Human Resources Report* ,2007 **Walker's Manual of Western Corporations** ,1995 **Labor Cases** ,2008 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 **Workforce Strategies** ,1990 **Hospitality Law** ,2007 *Work and Organizational Behaviour* John Bratton,2007-04-15 Work and Organizational Behaviour is a core introductory text for undergraduate and MBA students which provides both a psychologically and sociologically based view of behaviour in work organisation from a critical perspective **Seattle Business** ,1989 **Managing Human Resources** Luis R. Gomez-Mejia,David B. Balkin,Robert L. Cardy,2010 This work prepares future managers with a business understanding of the need for human resource management skills The non functional HR approach used in this text also makes human resources relevant to anyone who has to deal with HR issues even those who do not hold the title of manager **Workforce Management** ,2008 *BNA's Americans with Disabilities Act Manual* ,2010

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## **Table of Contents Starbucks Hr Manual**

1. Understanding the eBook Starbucks Hr Manual
  - The Rise of Digital Reading Starbucks Hr Manual
  - Advantages of eBooks Over Traditional Books
2. Identifying Starbucks Hr 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 Hr Manual
  - User-Friendly Interface
4. Exploring eBook Recommendations from Starbucks Hr Manual
  - Personalized Recommendations
  - Starbucks Hr Manual User Reviews and Ratings
  - Starbucks Hr Manual and Bestseller Lists
5. Accessing Starbucks Hr Manual Free and Paid eBooks
  - Starbucks Hr Manual Public Domain eBooks
  - Starbucks Hr Manual eBook Subscription Services
  - Starbucks Hr Manual Budget-Friendly Options
6. Navigating Starbucks Hr Manual eBook Formats

- ePub, PDF, MOBI, and More
- Starbucks Hr Manual Compatibility with Devices
- Starbucks Hr Manual Enhanced eBook Features

7. Enhancing Your Reading Experience

- Adjustable Fonts and Text Sizes of Starbucks Hr Manual
- Highlighting and Note-Taking Starbucks Hr Manual
- Interactive Elements Starbucks Hr Manual

8. Staying Engaged with Starbucks Hr Manual

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Starbucks Hr Manual

9. Balancing eBooks and Physical Books Starbucks Hr Manual

- Benefits of a Digital Library
- Creating a Diverse Reading Collection Starbucks Hr Manual

10. Overcoming Reading Challenges

- Dealing with Digital Eye Strain
- Minimizing Distractions
- Managing Screen Time

11. Cultivating a Reading Routine Starbucks Hr Manual

- Setting Reading Goals Starbucks Hr Manual
- Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Starbucks Hr Manual

- Fact-Checking eBook Content of Starbucks Hr 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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