

**A. MEN'S HAIR**

Male employees, while in uniform, shall keep their hair neat, clean and cut to present a well-groomed appearance. Hair on the back of the head may have a "block" cut but shall present a tapered appearance and shall not touch the collar. Hair on the sides may be left full but, while in uniform, shall be combed in such a manner that the hair does not cover any part of the ear. Hair in front shall be groomed so that it does not fall below the sweatband of a properly worn hat. The bulk or length of the hair shall not interfere with the proper wearing of the uniform hat.

Men's sideburns shall be neatly trimmed and not extend below the midpoint of the ear. Sideburns shall be of even width (not flared) and end with a clean- horizontal line.

The face shall be clean-shaven. Optionally, men may wear a small, neatly trimmed mustache. The mustache must be trimmed off the top of the upper lip. The mustache shall be of moderate thickness and shall not extend downward from the sides of the mouth further than the end of the top lip.

Any deviations to the above regulations shall be made by the Sheriff or Chief Deputy only.

**B. WOMEN'S HAIR**

Female employees, while in uniform, shall keep their hair neat, clean and worn off the face to permit an unobstructed field of vision and to present a well-groomed appearance. Hair shall not fall below the top of the uniform shirt collar and shall not interfere with the proper wearing of the uniform hat. Hair in front shall not fall below the sweatband of the properly worn hat.

Ponytails, pigtails, or other eccentricities of hairstyles are prohibited. Hair restraint devices shall be subdued and unobtrusive. Long hair may be restrained and kept up to present a neat and uniform appearance.

**XI TATTOOS AND BODY PIERCINGS**

**A. Tattoos**

1. The display of any unprofessional, offensive or derogatory tattoo or brand is prohibited. The following list, while not all inclusive, describes the types of tattoos or branding which are prohibited:
  - a. Depictions of nudity or violence;
  - b. Sexually explicit or vulgar art, words, phrases or profane language;
  - c. Symbols likely to incite a strong negative reaction in any group (i.e. swastikas, pentagrams, etc.);
  - d. Initials or acronyms that represent criminal or historically oppressive organizations (i.e. KKK, SS, street gang names, numbers, and/or symbols).

2. Employees are prohibited from exposing any tattoos, intentional scarring, branding or mutilation on the ears, head, hands, face or neck while in uniform with the exception of the following:

- a. **Wedding Ring Tattoo Permitted**

A tattoo that resembles a wedding ring band is permitted on the traditional finger a wedding ring is worn if otherwise in compliance with all other aspects of this policy.

- b. **Permanent Make-up Permitted**

Cosmetic tattoos or tattoos producing designs that resemble or that provide the appearance of makeup, such as eyeliner, eyebrow darkening, and other permanent coloration of the skin of the face, lips, and eyelids, are permitted on the face if otherwise in compliance with all other aspects of this policy and provided they would not constitute a violation of any other Sheriff's Office policy if they had been applied using a temporary technique such as conventional makeup.

3. Each employee is responsible for obtaining written approval of their Division Commander or equivalent for the display of any existing or planned tattoo which does not violate this policy and may be visible to the public. Employees must describe in detail any planned tattoo which would be visible in the employees work attire.
4. The Chief Deputy shall have final interpretive or approval authority in all matters related to this policy.
5. The tattoo policy will be reviewed in twelve (12) months. The Sheriff may revise or modify or revoke this policy at any time.

## **B. Piercings**

No visible piercings are permitted while sworn personnel are on duty, except as outlined in section **VII (B,3)** of this policy (for earrings). The visibility standard also applies to piercings within the mouth since they shall be visible when the employee speaks.

## **C. Gauging**

Employees are further prohibited from stretching or "gauging" their earlobes or any other visible body part. Visible is defined as any exposed body part that is not covered by an agency approved uniform, including short sleeve shirt.

Undercover personnel shall comply with standards approved by the employee's Bureau Commander.