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- I. Purpose

This Directive outlines the Division's appearance and grooming standards for all employees.

- II. Policy

As representatives of the Division, both officers and civilian support personnel need to present an image to the public which will inspire trust and confidence. While the Division recognizes the right to express one's individual tastes, it is necessary that guidelines and restrictions be established for body art, hair styles, facial hair, and general appearance for reasons of safety and professional appearance. All Division employees, except when otherwise authorized, will adhere to these guidelines in maintaining a neat, clean, well-groomed, and professional appearance at all times when on duty.

- III. Definitions

- A. Eccentric: A fashion or appearance that departs or deviates from the conventional or established norm for the profession.
- B. Safety hazard: Something that interferes with the safe operation or function of duty equipment or may cause injury or harm.

- IV. Exemptions

- A. Specific officers or sections/units may be granted an exemption to all or part of these standards by the Chief, Park Police Division, or the chief's designee, when such exemption is in the furtherance of official duties.
- B. Officers may be exempted from compliance with one or more of these standards subject to approved medical documentation as to the need for exemption. A copy of such documentation will be placed in the officer's personnel file. The Division may require an examination by the Commission's medical provider regarding any exemption. Officers medically exempted from the beard guideline may only wear a full profile beard with the hair not to exceed one quarter inch in length.

- V. Guidelines for Non-Exempt Employees

- A. General Appearance: Employees will at all times exhibit a neat, clean, and professional look projecting pride in themselves, their Division, and their uniform.
- B. Jewelry: When worn, personal jewelry will be kept to a minimum and will not be extreme, eccentric, or gaudy in appearance. Jewelry may not present a safety hazard to the officer or interfere with the officer's performance. When worn, religious jewelry may not be visible to the public. The Division will not be responsible for lost or damaged jewelry. The following specific guidelines will apply:

1. Necklaces will not be visible while in uniform.
  2. Female officers may wear one matching pair of earrings, one in the middle of each ear lobe. The earrings must be of studded or muted design and may not extend below the ear lobe. Earring styles must not extend below the bottom of the earlobe. No single earrings are permitted.
  3. Male officers may not wear any earrings while on duty.
  4. A maximum of one ring on each hand is allowed. Rings may not fit more than one finger at a time. An engagement ring/wedding band combination will be considered one ring.
  5. Officers may wear one bracelet per wrist.
  6. No other facial jewelry of any type may be worn.
- C. Mustaches: A neatly trimmed mustache is permissible as long as the officer's upper lip shows when viewed from the front and the sides do not extend below the corner of the mouth. Eccentric styles, such as handlebar, or Charlie Chaplin, are not permissible.
- D. Sideburns: Sideburns will be neatly trimmed and may not extend below the bottom of the ear lobe. They will be of even width (not flared) and end with a clean shaven horizontal line.
- E. Beards: Beards are prohibited for all officers.
- F. Other Facial Hair: All facial hair, other than detailed above, is prohibited.
- G. Wigs: Wigs or hairpieces may be worn if they conform to all other applicable sections of this Directive.
- H. Hairstyles: Hair will be clean and neatly groomed, the bulk of the hair will not be excessive or present an unkept or extreme appearance. Hair coloring must appear natural. Hairstyles must not interfere with the wearing of issued headgear or gas mask. Extreme styles, such as pony tails, rat tails, mohawks or carved cuts, are prohibited. While on duty, the following hair lengths will be observed:
1. Males: While on duty and in uniform, hair will not extend below the top edge of the shirt collar. Hair will not fall over the ears or eyebrows.
  2. Females: While on duty and in uniform, hair will not extend below the bottom edge of the shirt collar. Hair will not fall over the eyebrows. Barrettes and hair pins will match officer hair color as closely as possible. Bows and ribbons will not be worn. The style will not interfere with the wearing of Divisional headgear.
- I. Fingernails: Officers' fingernails may not extend more than one quarter inch past the tip of the finger. Only clear, muted or natural color nail polish may be worn while in uniform.
- J. Make-up: Make-up will be kept to a minimum and, if worn, be muted or natural in color.

- K. Body Art: Body art, including tattoos, will not depict discriminatory, vulgar, obscene or profane words or images. Body art will not be visible if considered bizarre or offensive.

**Approved Park Police Document  
Signed Original on File**

**End of Directive**