

Imperial Police Department
Department Order

Effective Date: 11/04/2020

Subject: Personal Appearance Standards

Distribution: All Personnel

I. Purpose

This policy establishes guidelines for PERSONAL APPEARANCE STANDARDS including visible tattoos for uniformed personnel, while on or off duty in uniform or on duty in civilian attire.

II. Policy

The department's policy on tattoos and brands that are prejudicial and do not comport to professionalism are prohibited. This policy applies to all employees while on or off duty in uniform or on duty in civilian attire that are representing the department. Employees are prohibited from exhibiting tattoos, body art, or brands that are offensive or demeaning and have a negative impression of the department. This policy may be modified or rescinded at any time by the Police Chief.

III. Procedure

1023.3 TATTOOS

The presence of visible tattoos, brandings, or intentional scarring on the hands, head, face, lips, or neck while on duty and/or in uniform, **are prohibited**. This standard applies to all Department personnel.

Permanent cosmetic tattoos and medical tattoos are exempt from this policy: i.e., a tattoo applied as make-up such as, eyebrows, lipstick, eyeliner, eyelashes, etc., a tattoo applied for health purposes, such as a warning that the patient suffers from a chronic disease or as a "marker" to aid medical personnel in performing a medical procedure.

Members and employees may display tattoos, brandings or intentional scarring while in uniform, except:

- a) On the hands, face, lips, or neck

- b) Tattoos, brandings or intentional scaring of objectionable content may not be displayed while in uniform. Such objectionable content includes, but is not limited to:
1. Obscene, vulgar, or inappropriate language or images;
 2. Language or images considered demeaning to any protected class (such as race, ancestry, or gender);
 3. Nudity, or sexual language;
 4. Gang or drug related; and,
 5. Political in nature.

Members and employees having the above mentioned “body art” visible on a prohibited area or which has been deemed prohibited on an allowable are of their body, shall cover or conceal it with a bandage or concealing make-up that blends as closely as possible with the member or employee’s skin tone.

IV. SPECIAL CONSIDERATIONS

All employees having the above mentioned “body art” shall not display or allow it to be visible under the following circumstances:

1. While attending a formal department event;
2. While attending court;
3. Any other official law enforcement related ceremonial event; and,
4. At the direction of the Chief of Police.

Approved/Adopted: _____ Date: _____

Leonard J. Barra, Chief of Police