

Scottsdale Police Department - Grooming Standards – Effective 01.21.22

Employees must follow this policy at all times when representing the department (including trainings, meetings, etc. unless otherwise specified below). *Command staff personnel have final discretion when determining the appropriateness regarding any identified conflict.*

TATTOOS

- Tattoos are prohibited if visible on the face and front or side of the neck.
 - Permanent makeup, conservative in style, is permitted.
- Tattoos on the back of the neck and behind the ear are permissible if discreet and not offensive in nature.
- One small finger tattoo, not offensive in nature, is permissible per hand when approved by the Chief of Police or designee.
- DO NOT exhibit a tattoo or permanent body marking that could:
 - Be viewed as obscene, hateful, violent, or sexual.
 - Symbolize racial supremacy, drug or alcohol use, or criminal activity to include criminal gang affiliations.
 - Be negative or disrespectful to any person, group, or class of people.

MUTILATIONS – Do Not:

- Possess enlarged or stretched holes or other visible mutilations, markings, or intentional scarring of the ears, face, or mouth to include the tongue, lips, gums and teeth, or neck.
- Possess visible dental veneers or permanent dental inserts with prominent and unnatural appearance, such as jewels, contrasting caps, initials, or other unnatural dental designs.
- Display foreign objects, piercings, or jewelry inserted around or under the exposed skin.
- Possess an intentional split or forked tongue.

JEWELRY / BODY PIERCING / MAKEUP

Jewelry such as necklaces, is permissible when appropriate to the assignment and not a safety risk or distracting in nature is permissible.

- Employees are prohibited from wearing ear gauges or other distracting earrings.
- Visible holes in earlobes caused by wearing ear gauges are prohibited.
- Male employees cannot wear earrings while in uniform or while representing the department in an official capacity. Female employees in uniformed positions may wear one pair of stud earrings.
- Wearing more than three rings is prohibited for all male employees and for female employees in uniformed positions.
- Only females may wear makeup so long as it is not distracting in nature.

HAIR AND FACIAL HAIR

- Ensure sideburns, beards, goatees, and mustaches are professional and neatly trimmed. The style must be consistent with professional appearance standards. Facial hair must be maintained at a minimum length of ¼ inch in length and a maximum length of ½ inch in length.
- Ensure hair does not interfere with assigned duties. Style must be in a manner consistent with professional appearance standards.
- For males in uniformed positions, hair must be cut above the top of the collar and the ears.
- For females in uniformed positions, hair cannot extend beyond 6” past the bottom of the collar.
 - Restrain hair using pins, braids, or ponytails (be aware of the potential risks and hazards of wearing hair in a ponytail).