

## Scottsdale Police Department - Grooming Standards – Effective 03.2023

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.*

- **EARRINGS**
  - Depending on the assignment, and after bureau chief approval, employees may be allowed to wear ear gauges or show visible holes in earlobes caused by gauges.
  - Employees are prohibited from wearing distracting earrings
  - 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.
- **RINGS** - Wearing more than three rings is prohibited for all male employees and for female employees in uniformed positions.
- **NOSE RINGS** – Female employees may be allowed to wear a small stud in the side of their nose.
- 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).