



**SUBJECT: GROOMING STANDARDS**

**POLICY:** It is the policy of Clark County Fire and Rescue that all personnel who represent the district shall maintain and project a professional image which both ensures the safety of personnel while conforming to socially acceptable standards for the communities we serve. Personal appearance will be monitored by the appropriate supervisor and subject to review by the Fire Chief.

**PURPOSE:** The purpose of this policy is to ensure that all personnel represent the district in a professional manner and that they conform to socially acceptable standards that the community has adopted. The safety and well being of all personnel is of paramount importance and serves as the foundation of this policy. This policy attempts to recognize acceptable community standards as a guideline.

**SCOPE:** All department personnel.

**PROCEDURE: HAIR STANDARDS FOR OPERATIONAL POSITIONS**

Hair on the top and sides of the head must be neatly groomed. The back of the hair may be either tapered or block cut and may extend to the bottom of the shirt collar. This is measured when standing at attention. Hair may cover to the mid-ear level. Hair must never be of such bulk or length that it will affect the safety of personnel in the performance of firefighting or other emergency operations. For safety reasons, particular emphasis must be placed on a secure and snug fit of personal protective equipment so that maximum protection may be afforded by their use. Personnel may wear their hair, compacted, not to exceed two inches in depth on both sides and top. The length of the hair is not to hinder the proper fit of issued headgear.

Hair may be dyed, tinted, or frosted any color which could naturally occur in human hair. Striping, spots or dying of color, other than natural tones is prohibited.

If bangs are worn, they are to be maintained at mid-forehead level. At no time can bangs interfere with the seal of the mask facepiece or protective helmet.

It is recognized that traditionally acceptable standards for female firefighter hairstyles differ considerably from those of male firefighters. Female hairstyles that would normally not conform to the standards outlined in this policy may be pinned up or secured in



order to comply while on duty, and shall not interfere with proper wearing of uniform hats or protective equipment, or in any way create a safety hazard.

#### HAIR STANDARDS FOR OFFICE STAFF & NON-OPERATIONAL POSITIONS

Female's hair may be worn down to a length that does not extend below the pant/belt/skirt line. Styles of hair and accessories will meet socially acceptable standards as defined by the Fire Chief and enforced by the appropriate supervisor.

Males will follow the same guidelines as those for males in operational positions.

#### FACIAL HAIR

The face is to be clean-shaven except as specified. Sideburns may not extend downward beyond the lowest part of the earlobe. Sideburns may not extend into the area where the face-piece contacts the face, nor can they be greater than one inch wide.

Mustaches shall be neat and well trimmed at all times. The mustache may extend laterally, provided, it is *conservative* and in no case comes in contact with the seal of the SCBA face piece. The Fire Chief or Chief's designee will make the final determination on the term *conservative*.

The mustache shall not extend more than one-quarter inch over the upper lip.

Beards and goatees of any type are specifically prohibited.

#### WRIST AND NECK ADORNMENTS

Necklaces, crosses, pendants, medallions and bracelets will not be worn exposed by response personnel while wearing a district uniform. Office personal may wear conservative items identified above. Wrist watches and medical alert bracelets may be worn if the article does not interfere with the use of gloves and turnout gear and is not subject to catching or snagging due to being loose on the wrists.

#### EARRINGS AND OTHER PIERCINGS

Female personnel not assigned to the Firefighting or EMS Divisions may wear earrings of a conservative design. No other body piercings that are visible are allowed.



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Personnel assigned to the Firefighting and/or EMS divisions may not wear visible piercings. Additionally, non-visible piercings are not recommended for any personnel due to safety hazards.

#### RINGS

Rings may be worn if they are not overly large or ornate and will not subject the individual to potential injury. Rings that interfere with quick donning of turnout coats and gloves are not permitted.

#### SUNGLASSES

Sunglasses and frames are to be non-ornate. Lens shall not be reflective. Frames should be of a simple design. Only athletic type restrainers will be permitted.

#### TATTOOS

While the District does not believe that tattoos represent a professional image for firefighters, they recognize that tattoos are becoming an acceptable norm for many persons we serve.

The District will allow conservative tattoos on the arms of firefighters. They will also accept conservative tattoos on the legs of persons on a district bike team. Conservative will normally mean single tattoos less than 1.2 square inches in total area (or 1.5 inches in diameter). Tattoos shall not display any violent, sexual, anti-societal, racial, profanity, or similar imaged scenes. Tattoos shall be limited to one per arm or leg.

There shall be no tattoos on the face or neck area. Tattoos on other parts of the body not mentioned above are acceptable as long as they are covered by the District uniform while on duty.

The Fire Chief or the Chief's designee shall make the final determination on appropriate tattoos.

#### MISCELLANEOUS

Articles such as wallet/watch chains, pins, jewelry, handkerchiefs, combs, cigars, cigarettes and pipes are not part of the uniform and are not to be attached to the uniform or worn exposed while in uniform.

As with Tattoos, the Fire Chief or the Chief's designee shall make the final determination on all items addressed above.