Gilroy PD:

1044.2.7 BODY ART

Tattoos and other forms of body art are to be covered while on duty unless specifically approved otherwise by the Chief of Police.

La Mesa PD:

TATTOOS, SCARIFICATIONS, BRANDINGS, AND PIERCINGS

Many factors influence the community’s confidence in our Department. The image we present to the community must be one of professionalism. Our appearance is of utmost importance. It is the preference of the Department that should personnel obtain any tattoo, scarification, branding or piercing, that it be located in an area which can be covered with a Department-approved uniform or attire.

Section 6.00, D., of the Rules and Regulations establishes specific guidelines concerning the display of tattoos, scarifications, brands and piercings by members of the Department. It places accountability for compliance not only upon each employee, but also upon their supervisors and commanding officers.

1. Definitions

   a. Tattoo – the act or practice of marking the skin with indelible or semi-permanent designs, forms, figures, art, etc., by making punctures in the skin and inserting pigment or applying substances to the skin.

   b. Scarification – the act of intentional cutting of the skin for the purpose of creating a design, form, figure or art.

   c. Branding – the act of intentional burning of the skin for the purpose of creating a design, form, figure or art.

   d. Piercing – the act of creating a hole in any part of the body for the purpose of inserting an object, jewelry or ornamentation.

   e. Excessive tattoos, scarifications or brands – excessive is defined as any tattoos, scarifications or brands that exceed 30% of the exposed body part, those above the collarbone readily visible when wearing an open collar uniform, any on the hands, and/or any which detract from an appropriate professional image.

   f. Unauthorized tattoos, scarifications or brands – unauthorized is defined as any tattoos, scarifications or brands considered inappropriate, unprofessional or offensive as outlined in Section 6.00, D., 5.
2. Except as provided in Section 6.00, D., 6, any excessive tattoos, scarifications or brands shall not be visible while on duty or representing the Department in any official capacity. Excessive tattoos, scarifications or brands must be covered with apparel appropriate or applicable to the member’s assignment.

3. Personnel may be granted a one-time exemption by the Chief of Police for tattoos, scarifications, or brands obtained prior to September 1, 2004 that cannot be covered by apparel appropriate or applicable to the member’s assignment.

4. No exemption will be granted for any unauthorized tattoos, scarifications or brands considered inappropriate, unprofessional or offensive as outlined in Section 6.00, D., 5.

5. The display of any unauthorized tattoo, scarification or brand considered inappropriate, unprofessional or offensive, regardless of its location, by any member of the Department while on duty or representing the Department in any official capacity is prohibited.

   a. The following includes, but is not limited to, the types of unauthorized tattoos, scarifications, or brands prohibited by this order:

      ▪ Depictions of nudity or violence
      ▪ Sexually explicit or vulgar art, words, phrases or profane language
      ▪ Symbols likely to incite a strong reaction in the workplace, i.e., swastikas, pentagrams or similar symbols
      ▪ Initials, acronyms or numbers that represent criminal or historically oppressive organizations, i.e., AB, KKK, SS, MM, BGF, HA, 666, or any street gang names, numbers and/or symbols.

   b. Any member of the Department who obtains an unauthorized tattoo, scarification or brand considered inappropriate, unprofessional or offensive shall:

      ▪ Remove the tattoo, scarification or brand at their own expense; or
      ▪ Cover the tattoo, scarification or brand with apparel appropriate or applicable to the member’s assignment.

6. The piercing and wearing of associated jewelry in visible body parts is prohibited except as provided for in Department Rules & Regulations. While on duty, female employees may wear one (and only one) earring per ear. Male employees may not wear earrings while on duty.

7. When deemed operationally necessary, sworn Department members in undercover assignments may display tattoos, scarifications, brands or jewelry otherwise prohibited by this order with the approval of their Division Commander.

8. Members may be granted a one-time exemption by the Chief of Police for tattoos, scarifications, or brands obtained prior to January 1, 2005 that cannot be covered by apparel appropriate or applicable to the member’s assignment.

Members requesting this exemption must submit their request in writing to the Chief of Police with photographs documenting the tattoos, scarifications, or brands for which they are
requesting an exemption. A decision will be rendered granting or denying the exemption within thirty (30) calendar days from receipt of the request by the Chief of Police. The final authority for granting any exemption will rest with the Office of the Chief of Police or an appointed designee.

No exemption will be granted for any unauthorized tattoos, scarifications, or brands considered inappropriate, unprofessional or offensive as outlined in Section 6.00, D., 5.

9. Commanding Officers retain authority to further limit the display of tattoos, scarifications, brands or piercings by members within their Division for a specific purpose, special events, or assignments.

10. The final authority for deciding the appropriateness of any tattoo, brand, scarification, piercing, or jewelry will rest with the Office of the Chief of Police, or an appointed designee.

Pomona PD

1044.3 TATTOOS

This Department already requires of its employees certain uniformity in dress and grooming standards. The purpose of such policies is in part to make Police Department Employee’s readily recognizable to members of the public, to promote the esprit de corps, or is reasonably calculated to be necessary for efficient Department operations, and to enhance safety. These fundamental policy decisions are no less applicable to the issue of employees displaying tattoos and/or body piercing. The United States Supreme Court case of Kelley v. Johnson (1976) 425 U.S. 238 empowers police departments to make rules and regulations affecting uniformity and esprit de corps.

It is important that members of the Department realize that presenting a professional appearance to the public is vital in our success of carrying out our mission to protect, serve, and enforce the laws of the community. The Department has a rational belief that allowing its officers to wear different styles or colors of uniforms (or no uniform at all), to be groomed with significantly different lengths of hair, uniquely colored hair and the like, would have a negative impact upon not only internal esprit de corps, but upon the building of a positive bond with the community as well. The Department’s rational perspective is no less real with regard to tattoos and body piercing. The wearing by Department employees of visible body art of infinite style and color, as well as the wearing of visible body piercing objects, are reasonably anticipated to be offensive to one or more members of the public and the Department, and are reasonably anticipated to be a distraction to the public, whose focus should be upon the Department employee and his or her role, and not upon art which an employee has chosen to decorate him or herself.

It is the policy of the Pomona Police Department that tattoos, other forms of body art and/or objects used to pierce the body, shall not be visible during performance of duties in the course and scope of employment. Additionally, it is the policy of this Department that tattoos, body art and/or objects utilized in body piercing shall not be displayed to other City and Department employees while on or in property and/or facilities owned, operated or under the dominion and control of the City/Department, where the content of the tattoo, body art and/or piercing may be perceived by a reasonable City/Department employee as indicative of harassment or discrimination based on race, religion, creed
color, national origin, ancestry, physical handicap, medical condition, marital status, sex or age or of otherwise creating a Department environment having a negative impact upon the efficient operation of the employee or of the City. For example, although a tattoo of a Nazi swastika may be implanted on a body part in such manner that it is concealable during performance in the course and scope of employment, the display of that same tattoo while disrobed in a locker room, may be reasonably perceived by a fellow employee as being a violation of this policy. Exemptions to this policy may be granted by the Police Chief for employees that are assigned to undercover operations.

The Department acknowledges that one or more individuals employed by it prior to the adoption of this Policy, wear tattoos and perhaps objects of body piercing. Such individuals are nonetheless fully subject to this policy. Compliance can be effectuated by means of:

(a) Removal of the tattoo or body piercing object;
(b) The wearing of a Department approved uniform in a Department approved manner such that the tattoo and/or object of body piercing is not visible during performance of duties in the course and scope of employment;
(c) The wearing of a Department approved unobtrusive device which covers the tattoo and/or object of body piercing, such as but not limited to a bandage that does not impede the safe and efficient performance of duties; or
(d) Requesting that the Police Chief grant an exemption for existing tattoos or body piercing.

1. Such request shall be made in writing to the Police Chief through the Professional Standards and Inspections Lieutenant. The memo shall describe the tattoo or body piercing and its location on the individual’s body. Color photograph(s) of the tattoo or body piercing in question shall accompany the memo. The memo and photographs will be retained in file in the office of the Police Chief. The purpose is to ensure that no further markings or piercing are added after an exemption is granted.

This policy shall become effective on October 21, 2004. The deadline for an exemption request shall be November 4, 2004. No tattoo or body piercing prohibited by this policy will be added or enhanced after this date without forfeiting the opportunity to request an exemption as listed above. Failure to comply with this policy shall constitute the basis for imposition of disciplinary action.

El Segundo PD

REQUIREMENTS.

No member of the Police Department shall have any visible tattoo(s), body art and/or body piercing(s) while performing duties on behalf of the Department. Furthermore, no officer shall have any tattoo(s), body art and/or body piercing(s) whether on or off duty, which is indicative of discrimination based on race, religion, creed, color, national origin, ancestry, physical handicap, medical condition, marital status, sex, sexual orientation, or age or which otherwise may call into question the officer’s ability to deliver service based on fairness, impartiality and equality.
Huntington Beach PD

1044.3 TATTOOS

Employees shall not display any tattoos, body art, brand, scarification or mutilation while on duty or when wearing any part of the Police uniform. All visible tattoos, body art, brands, scarification or mutilation shall be covered by an approved uniform or by wearing a skin patch of neutral tone.

Employees with existing tattoos, body art, brand, scarification or mutilation hired before August 2, 2007 will be exempt from this policy.

Employees meeting the above exemption shall not display any new or modified tattoos, body art, brand, scarification or mutilation obtained after August 2, 2007.

This policy shall not apply to employees assigned to undercover assignments with prior approval of the employee’s immediate supervisor while they are working the undercover assignment.

This policy also does not apply to Police Recruits while they are attending a Police Academy or participating in Academy sponsored functions. The policy will apply to Police Recruits while they are performing any official duty, in uniform, outside of the Police Academy.

Fairfield PD

While on duty or representing the Department in any official capacity, employees are prohibited from displaying any tattoos, decals or body art with the exception of employees who have received their commander’s approval and are working in an undercover capacity, participating in department training or meeting out of public view. All tattoos shall be covered by the uniform or business attire. Under no circumstances are employees to have offensive tattoos or body art that depict racial, sexual, discriminatory, gang related or obscene language.

Tustin PD

1044.3 TATTOOS AND BODY PIERCING

Employees shall not display, or have visible, any tattoo or body art or piercing, except females with pierced ears, while the employee is on duty or while the employee is representing the City of Tustin. Appropriate measures shall be taken to cover all visible tattoos (e.g. long sleeve shirts, long pants, or flesh colored bandages/sleeves).

Employees working undercover assignments may be exempt from the requirement to cover said tattoos at the discretion of the Chief of Police.

Current employees with visible tattoos obtained prior to the adoption of this policy (October 20, 2005) will be exempt from this provision unless those tattoos are deemed to be offensive by the Chief of Police.
Ripon PD

1044.3 TATTOOS

While on duty or representing the Department in any official capacity, no tattoo or body art shall be visible.

1044.4 BODY PIERCING OR ALTERATION

Body piercing or alteration to any area of the body visible in any authorized uniform or attire, and while on duty or representing the Department in any official capacity that is a deviation from normal anatomical features and which is not medically required is prohibited. Such body alteration includes, but is not limited to:

(a) Tongue splitting or piercing.
(b) The complete or transdermal implantation of any material other than hair replacement.
(c) Abnormal shaping of the ears, eyes, nose or teeth.
(d) Branding or scarification.
(e) Or facial piercings.

Menlo PD

While on duty or representing the Department in any official capacity, every reasonable effort should be made to conceal; tattoos or other body art. At no time while on duty or representing the Department in any official capacity, shall any offensive tattoo or body art be visible. Examples of offensive tattoos would include, but not be limited to, those which depict racial, sexual, discriminatory, gang related, or obscene language.

Elk Grove PD

1045.4.5 Tattoos

While representing the Department in any official capacity, every reasonable effort shall be made to conceal tattoos or other body art. At no time shall any offensive tattoo or body art be visible. Examples of offensive tattoos would include, but are not limited to, those which depict racial, sexual, discriminatory, gang-related, or obscene language. When tattoo(s) and/or body art must be concealed, concealment will be accomplished by a skin-colored bandage or discrete article of clothing.

Bakersfield PD

1044.3 TATTOOS AND BODY MODIFICATIONS

Personnel who are considering tattoos, piercings, or other items listed below are strongly urged to review the matter within their chain of command if there is any doubt as to the permissibility of the
item. The department will not accept the expense of tattoo removal or any other expense associated with compliance with this policy.

1044.3.1 TATTOOS VISIBLE WHILE ON DUTY

The following are prohibited:

a) Tattoos, body art, or brands on the head, face, neck, or scalp.
b) Tattoos, body art, brands elsewhere on the body that are prejudicial to good order, discipline and morale or are of a nature to bring discredit upon the department. For example, tattoos, body art, or brands that are obscene, sexually explicit or advocate or symbolize sex, gender, racial, religious, ethnic or national origin discrimination are prohibited.
c) Tattoos/body art/brands that advocate or symbolize gang affiliation, violence, supremacist or extremist groups, or drug use.
d) Excessive tattoos.
a. Excessive tattoos are those determined by a Division Commander to create an unreasonable distraction from the professional appearance of the officer due to the size, coloring, visibility, prominence, or nature of the tattoo(s). In making this determination, Division Commanders shall consider only the overall effect of the tattoo(s) on the employees’ ability to maintain a professional bearing and conduct business in a professional manner. Notwithstanding the above, the department will not give consideration to the tattoo’s nature or the personal significance of the tattoo to the employee.
e) Personnel whose tattoos are determined to be excessive will be required to:
a. Voluntarily remove the tattoo(s), or
b. Cover the tattoo while on duty with appropriate cosmetics, a bandage, or other device that does not detract from the employee’s professional appearance, or
c. Maintain complete coverage of the tattoos using current uniform items (e.g. longsleeved shirt/blouse, pants/slacks, dark hosiery, etc.) or appropriate plainclothes apparel at all times while on duty.
d. Permanent, conservative eyebrow and lip liner cosmetic tattoos are acceptable.
e. Employees who choose to cover the tattoos with uniform apparel may petition the Division Commander for a variance in uniform standards, i.e. permission to wear the longsleeve uniform shirt with a white T-shirt during summer months. Any variance, if granted, will be at the sole discretion of the Division Commander and must be entered in the employee’s personnel file.

(e) Tattoos/body art/brands will not be visible through uniform clothing.

1044.3.2 DISPLAY OF TATTOOS WHILE OFFDUTY

The following types of tattoos, if displayed by an employee at any time, would affect the image of the department and would seriously impact the public’s faith and confidence its police force. Therefore, these types of tattoos shall not be displayed in public at any time:
(a) Tattoos, body art, or brands that are obscene, or advocate or symbolize sex, gender, racial, religious, ethnic or national origin discrimination.

(b) Tattoos/body art/brands that advocate or symbolize gang affiliation, violence, supremacist or extremist groups, or drug use.

1044.3.3 BODY MODIFICATION, SCARIFICATION, MUTILATION, OR PIERCING

DEFINITIONS

Pierced is defined as having a hole cut/punctured through.

Piercing: Refers to the act or practice of body piercing, or to a specific pierced opening in the body.

Body piercing: Refers to the piercing of a part of the human body for the purpose of wearing jewelry in the opening created.

Body mutilation, scarring or modification is referred to as any kind of unnecessary procedure that deliberately changes the body for aesthetic or personal reasons, but especially certain forms of body art such as piercing(s), stretching, scarification, mutilating and tattooing.

Body modification, scarification, or mutilation which is visible while on duty is prohibited. Except as previously noted, no ornaments, body jewelry, appliances, etc., shall be worn in any pierced body part while on duty. Any part of the body including, but not limited to, the face, nose, eyebrows, tongue, lips, chin or cheeks; which is pierced and visible, while on duty, is prohibited. Many of the above regulations require the exercise of discretion and judgment by employees and management. The Chief of Police shall have final authority and judgment on all matters affected by this policy and may grant waivers solely at his/her discretion.

1044.4 BODY PIERCING OR ALTERATION

Body piercing or alteration to any area of the body visible in any authorized uniform or attire that is a deviation from normal anatomical features and which is not medically required is prohibited. Such body alteration includes, but is not limited to:

(a) Tongue splitting or piercing.

(b) The complete or transdermal implantation of any material other than hair replacement.

(c) Abnormal shaping of the ears, eyes, nose or teeth

(d) Branding or scarification.

Grover Beach PD

1044.2.7 TATTOOS AND PIERCINGS

(a) Many factors influence the community's confidence in our Department. The image we present to the
community must be one of professionalism. Our appearance is of utmost importance. It is the policy of
the Department that should personnel obtain any tattoo, clarification, branding or piercing, it should be
located in an area, which can be covered with a Department-approved uniform or business attire.
Definitions for these terms are as follows:

1. **Tattoo** - the act or practice of marking the skin with indelible designs, forms, figures, art, etc., by
making punctures in the skin and inserting pigment.
2. **Scarification** - The act of intentional cutting of the skin for the purpose of creating a design, form,
figure or art.
3. **Branding** - The act of intentional burning of the skin for the purpose of creating a design, form,
figure or art.
4. **Piercing** - The act of creating a hole in any part of the body for the purpose of inserting an object,
ornamentation.
5. **Excessive tattoos, scarifications or brands** - Any tattoos, scarifications or brands that exceed 20
percent of the exposed body part, those above the collarbone readily visible when wearing an
open collar uniform, and/or any which detract from an appropriate professional image.

(b) This establishes specific guidelines concerning the display of tattoos, scarifications, 
brands and piercing by members of the Department. It places accountability for
compliance not only upon each employee, but also upon their supervisors and
commanding officers.

(c) For this specific section, uniformed personnel include sworn Police Officers and
Reserve Officers. Non-uniformed sworn personnel include investigative and
administrative. All other non-uniformed civilian assignments include administrative,
records, dispatchers and volunteers.

1. **Uniformed personnel**
   a. Any tattoos, scarifications or brands worn by uniformed Police Department personnel
      shall not be visible while on duty or representing the Department in any official capacity.
      Tattoos, scarifications or brands must be covered with a Department approved uniform
      including but not limited to a long-sleeve shirt, jacket or pants.
   b. No exemption will be granted for any unauthorized tattoos, scarifications or brands
      considered inappropriate, unprofessional or offensive as previously described.

2. **Non-uniformed sworn personnel, Non-uniformed civilian, and volunteer personnel**
   a. Any excessive tattoos, scarifications or brands worn by sworn personnel working plain
      clothes assignments shall not be visible while on duty or representing the Department in
      any official capacity. Excessive tattoos, scarifications or brands will be covered with
      approved clothing attire as outlined in this procedure.
   b. No exemption will be granted for any unauthorized tattoos, scarifications or brands
      considered inappropriate, unprofessional or offensive.
   c. The display of any unauthorized tattoo, scarification or brand considered inappropriate,
      unprofessional or offensive, regardless of its location, by any member of the
      Department while on duty or representing the Department in any official capacity is
      prohibited.

3. **The following includes, but is not limited to, the types of unauthorized tattoos, scarifications or
   brands prohibited by this procedure:**
   a. Depictions of nudity or violence
b. Sexually explicit or vulgar art, words, phrases or profane language

c. Symbols likely to incite a strong reaction in the workplace, i.e., swastikas, pentagrams or similar symbols or,

d. Initials, acronyms or numbers that represent criminal or historically oppressive organizations, i.e., AB, KKK, SS, MM, BGF, HA, 666 or any street gang names, numbers and/or symbols.

4. Any member of the Department who obtains an unauthorized tattoo, scarification or brand considered inappropriate, unprofessional or offensive, shall:

   a. Remove the tattoo, scarification or brand at their own expense or,

   b. Cover the tattoo, scarification or brand with a Department-approved uniform as described in this specifications manual or,

   c. Cover the tattoo, scarification or brand with Department-approved business or casual attire as described in this specifications manual.

5. Piercings

   a. While on duty, all members of the Department shall adhere to all sections of the specifications pertaining to the wearing of jewelry.

   b. While on duty civilian employees may only wear one set of stud-type earrings with only one earring per ear. Earrings may only be worn in the earlobes. The earrings shall be plain and no more than 1/4 inch in diameter. The piercing and wearing of associated jewelry in all other visible parts of the body is prohibited.

   c. While on duty, sworn and civilian employees will not wear any visible type of jewelry designed for display through the act of body piercing, except as otherwise allowed, i.e., earrings for civilian employees.

6. Exceptions

   a. When deemed operationally necessary, sworn Department members in undercover assignments may display tattoos, scarifications, brands or jewelry otherwise prohibited by this order with approval of their commanding officer.

   b. Jewelry, tattoos, scarifications or brands that are a required as part of a recognized religious organization or practice.

7. Exemptions

   a. Members requesting exemption must submit their request in writing to the Chief of Police with photographs documenting the tattoos, scarifications, or brands for which they are requesting exemption. A decision will be rendered granting or denying the exemption within thirty (30) calendar days from receipt of the request by the Chief of Police. The final authority for granting any exemption will rest with the Chief of Police or an appointed designee.

   b. No exemption will be granted for any unauthorized tattoos, scarifications or brands considered inappropriate, unprofessional or offensive.

8. Special circumstances

   a. Commanding Officers retain the authority to further limit the display of tattoos, scarifications, brands or piercings by officers within their command for a specific purpose, special events or assignments.
b. For example, officers working special assignments requiring regular contact with juveniles, such as Dare Officers, are considered role models to youth. As such, the officer(s) could be required to cover their tattoos, scarifications, or brands during their assignment to these units.

9. Final authority
a. The final authority for deciding the appropriateness of any tattoo, brand, scarification, piercing, or jewelry will rest with the Chief of Police.

Buena Park PD

1044.3 TATTOOS
Employees with tattoos shall not allow their tattoos to be in any way visible, while the employee is at any City of Buena Park owned facility, or while the employee is representing the City of Buena Park, unless the employee is off duty. Current employees, with visible tattoos that were obtained prior to the adoption of this policy (10-10-02), will be exempt from this provision, unless those tattoos are deemed to be offensive by the Chief of Police. New employees will be prohibited from obtaining visible tattoos, after the adoption of this policy.

Buena Park Police Department
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from this provision, unless those tattoos are deemed to be offensive by the Chief of Police. Current employees will be prohibited from obtaining visible tattoos, after the adoption of this policy. New employees will be prohibited from obtaining visible tattoos.

1044.4 BODY PIERCING OR ALTERATION
Body piercing or alteration to any area of the body visible in any authorized uniform or attire that is a deviation from normal anatomical features and which is not medically required is prohibited. Such body alteration includes, but is not limited to:
(a) Tongue splitting or piercing.
(b) The complete or transdermal implantation of any material other than hair replacement.
(c) Abnormal shaping of the ears, eyes, nose or teeth
(d) Branding or scarification.

Culver City PD

1044.3 TATTOOS AND BODY ART
Any member of the Department hired after April 30, 2005, shall not have any tattoos, brands and/or body ornamentation (i.e. body piercings) visible during the performance of duties in the course and scope of employment. However, female officers may wear a single pair of studstyle earrings and nonsworn female employees may wear a single pair of earrings.
Employees hired prior to April 30, 2005, that have visible tattoos, brands and/or body ornamentation (i.e. body piercings) will be subject to the following conditions:

(a) Tattoos, brands and/or body ornamentation (i.e. body piercings) are prohibited on the head, neck, hands and face. Body piercings that are visible are prohibited with the exception of female officers who may wear a single pair of studstyle earrings. Nonsworn female employees may wear a single pair of earrings.

(b) Tattoos and/or brands shall not refer to or depict sex/sexual acts, organs, conduct, preferences/intolerance, obscene or graphic language, discrimination or intolerance against any race, religion, gender or national origin or infer affiliation with group(s) advocating such beliefs. Symbols, references, icons, logos or letters commonly associated with street gangs or indicating gang affiliation are also prohibited.

(c) Any employee hired before April 30, 2005, that acquires an additional tattoo will be held to the standard of employees hired after April 30, 2005. In all instances, tattoos, body art and/or objects utilized in body piercing shall not be displayed to other City and Department employees while on or in properties and/or facilities owned, operated or under the dominion and control of the City/Department, where the content of the tattoo, body art, and/or piercing may be perceived by a reasonable City/Department employee as indicative of harassment or discrimination based on race, religion, creed, color, national origin, ancestry, physical handicap, medical condition, marital status, sex, or age or of otherwise creating a Department environment having a negative impact upon the efficient operation of the employee or of the City/Department. (For example, although a tattoo of a Nazi swastika may be implanted on a body part in such a manner that it is concealable during performance in the course and scope of employment, the display of that same tattoo while disrobed in a locker room, may be reasonably perceived by a fellow employee as being a violation of this policy.) Exceptions to this policy can be made by the Chief of Police on a casebycase basis (i.e. undercover work).

1044.4 BODY PIERCING OR ALTERATION

Body piercing or alteration to any area of the body visible in any authorized uniform or attire that is a deviation from normal anatomical features and which is not medically required is prohibited. Such body alteration includes, but is not limited to:

(a) Tongue splitting or piercing.

(b) The complete or transdermal implantation of any material other than hair replacement.

(c) Abnormal shaping of the ears, eyes, nose or teeth

(d) Branding or scarification.

South Lake Tahoe PD

While on duty or representing the Department in any official capacity, every reasonable effort should be made to conceal tattoos or other body art. At no time while on duty or representing the Department in any official capacity, shall any offensive tattoo or body art be visible (examples of offensive tattoos
would include, but not be limited to those which depict racial, sexual, discriminatory, gang related, or obscene language).

**Foster City PD**

a) All personnel are prohibited from exposing tattoos or brands anywhere on the body while:
   a) On duty;
   b) In a uniform;
   c) While representing the City of Foster City in a manner likely to be observed by the public and readily identifiable as a member of the Police Department.
   d) Exceptions may be made for designated activities (for example, sporting events, defensive tactics training) as approved by the Chief of Police or his/her designee.

b) Personnel hired on or before February 15, 2007 with existing tattoos or brands, will be permitted to expose those tattoos or brands while on duty. Any tattoos or brands obtained by personnel after February 15, 2007 must be concealed by means that are natural and subtle and approved by the Chief of Police (i.e., small bandage, long sleeve uniform shirt) while on duty. A tattoo or brand may be exposed if an individual is assigned to a special assignment that may call for a certain appearance and has received permission from the Chief of Police or his/her designee.

**Fullerton PD**

*Proposed Policy*

Employees shall not display any tattoos or brandings while on-duty when wearing any part of the Fullerton Police uniform. All visible tattoos and brandings shall be covered by an approved long-sleeved uniform shirt or by wearing a skin patch of neutral tone. Tattoos or brandings on the head, neck, or face area are prohibited.

Sworn employees assigned to specialized units may display visible tattoos while working in an undercover capacity.

Exemption: Employees hired prior to February 1, 2012 may apply for a partial exemption to this policy for tattoos and brandings that the employee had prior to February 1, 2012 under the following conditions:

1. Exempted tattoos and brandings shall not detract from the professional image or neat appearance of police employees for the City of Fullerton.
2. Exempted tattoos and brandings shall not depict material that is discriminatory, offensive, gang related, derogatory based upon race, gender, ethnicity or religion, or that is obscene or sexually oriented.
3. Tattoos and brandings that would be visible in a police uniform must be photographed and placed in the employee's personnel file in order to insure that those exemptions are accurately documented. Appointments must be made with a sergeant in PSB (Professional Standards Bureau) to document the tattoos and brandings.

Additional tattoos or brandings after February 1, 2012 which are visible while wearing the uniform will require the entire area to be covered. Exemptions may only be granted by the Chief of Police who has the sole discretion and authority to determine which tattoos or brandings will be exempted.
Roseville PD

While on-duty, all tattoos shall be covered and not visible to the public with the following exceptions:

a) Employees hired prior to March 1, 2003, who have previously existing tattoos on their arms, are exempt from this requirement.

b) Employees hired prior to March 1, 2003, who have previously existing tattoos on their legs, are exempt from this order except when public contact is likely.

c) The employee shall have discretion as to how the tattoo is covered provided no other policy is violated by covering the tattoo.

Signal Hill PD

1045.1 PURPOSE AND SCOPE
The Signal Hill Police Department requires of its employees a certain uniformity in dress and in grooming standards. The purpose of such policies is in part to make Police Department employees readily recognizable to members of the public, to promote the esprit de corps and to enhance safety. The wearing by Department employees of visible body art, as well as the wearing of visible body piercing objects are reasonably anticipated to be offensive to one or more members of the public and the Department.

1045.2 POLICY
(a) It is the policy of the Signal Hill Police Department that tattoos, other forms of body art and/or objects used to pierce the body, shall not be visible during performance of duties in the course and scope of employment. Additionally, it is also the policy of this Department that tattoos, body art and/or objects utilized in body piercing shall not be displayed to other City and Department employees while on or in property and/or facilities owned, operated or under the dominion and control of the City/Department.

(b) The Department acknowledges that one or more individuals employed by it prior to the adoption of this Policy, wear tattoos and/or objects of body piercing. Such individuals are nonetheless fully subject to this policy.

(c) Compliance can be effectuated by means of removal of the tattoo or body piercing object, the wearing of a Department approved uniform in a Department approved manner such that the tattoo and/or body piercing object is not visible during the performance of duties or the wearing of a Department approved unobtrusive device which covers the tattoo and/or body piercing object, such as but not limited to a bandage that does not impede the safe and efficient performance of duties.

(d) Female employees may wear only one earring on each ear lobe. Uniformed female employees shall not wear large "hoops" or dangling earrings as they create a potential safety hazard in the event of a physical altercation.
San Pablo PD

While on duty or representing the Department in any official capacity, every reasonable effort should be made to conceal tattoos or other body art. At no time while on duty or representing the Department in any official capacity, shall any offensive tattoo or body art be visible (examples of offensive tattoos would include, but not be limited to those which depict racial, sexual, discriminatory, gang related, or obscene language).

Monterey Park PD

It is the policy of the Monterey Park Police Department that tattoos, other forms of body art and/or objects used to pierce the body, shall not be visible to the public during performance of duties. Additionally, it is also the policy of this Department that tattoos, body art and/or objects utilized in body piercing shall not be displayed to other City and Department employees while on or in property and/or facilities owned, operated or under the dominion and control of the City/Department, where the content of the tattoo, body art and/or piercing may be perceived by a reasonable City/Department employee as:

a) evidence of harassment or discrimination based on race, religion, creed, color, national origin, ancestry, physical handicap, medical condition, marital status, sex or age or
b) creating a Department environment having a negative impact upon the efficient operation of the employee or of the City/Department. For example, although a tattoo of a Nazi swastika may be implanted on a body part in such manner that it is concealable during performance of duties, the display of that same tattoo while disrobed in a locker room, may be reasonably perceived by a fellow employee as being violation of this policy.

For purposes of this policy, the term “body piercing” shall refer to any non-biological material affixed to or protruding from any body part. A non-inclusive description of objects which constitute evidence of body piercing are: jewelry, navel rings, barbells, blinking jewelry, expanders, studs, Labret flatbacks and fishtails, septum jewelry, plugs and earlets, nostril jewelry, navel bananabells and

Ceres PD

While on duty or representing the Police Division in any official capacity, every reasonable effort should be made to conceal tattoos or other body art. At no time while on duty or representing the Police Division in any official capacity, shall any offensive tattoo or body art be visible (examples of offensive tattoos would include, but not be limited to those which depict racial, sexual, discriminatory, gang related, or obscene language).

Lompoc PD

While on duty or representing the Department in any official capacity, every reasonable effort should be made to conceal tattoos or other body art. At no time while on duty or representing the Department in any official capacity, shall any tattoo or body art be visible.
Campbell PD

While at any City facility or representing the Department in any official capacity, no employee shall allow a tattoo or other body art to be visible in any way. The employee shall have discretion as to how the tattoo is covered, providing no other policy is violated by covering the tattoo. The only time a tattoo may be briefly visible is when the employee is preparing for duty in the locker room.

Except for earrings, as outlined in policy 1044.2.6, any employee who has routine contact with the public while on duty or representing the Department in any official capacity, shall not have any visible facial piercings or any other body piercings without prior authorization from the Chief of Police.

Piedmont PD

While on duty or representing the Department in any official capacity, every reasonable effort should be made to conceal tattoos or other body art. At no time while on duty or representing the Department in any official capacity, shall any offensive tattoo or body art be visible (examples of offensive tattoos would include, but not be limited to those which depict racial, sexual, discriminatory, gang related, or obscene language).

Pacifica PD

At all times while on duty, unless expressly authorized by competent authority, all employees of the department shall be well groomed and clean in their person. All uniformed employees shall conform to the following additional standards of appearance:

All personnel will keep covered and are prohibited from exposing tattoos, brands or other body art anywhere on the body while on duty, in a uniform, or in civilian attire while representing the City of Pacifica Police Department. Tattoos, brands or other body art must be concealed by means that are natural and subtle, such as a small bandage or a long-sleeve uniform shirt. Exceptions may be made for designated activities such as defensive tactics training or undercover operations.

Downey PD

It is the policy of the Downey Police Department that tattoos, other forms of body art, and/or objects used to pierce the body, shall not be visible during performance of duties in the course and scope of employment. Additionally, it is also the policy of this Department that tattoos, body art, and/or objects utilized in body piercing, shall not be displayed to other City and Department employees while on or in property and/or facilities owned, operated or under the dominion and control of the City/Department, where the content of the tattoo, body art and/or piercing may be perceived by a reasonable City/Department employee as indicative of harassment or discrimination based on race, religion, creed, color, national origin, ancestry, physical handicap, medical condition, marital status, sex or age or of otherwise creating a Department environment having a negative impact upon the efficient operation of the employee or of the City/Department. For example, although a tattoo of a Nazi swastika may be implanted on a body part in such manner that it is concealable during performance in the course and scope of employment, the display of that same tattoo while disrobed in a locker room, may be reasonable perceived by a fellow employee as being violative of this policy.
METHOD OF IMPLEMENTATION

The Department acknowledges that one (1) or more individuals employed by it prior to the adoption of this Policy, wear tattoos and perhaps objects of body piercing. Such individuals are nonetheless fully subject to this policy. Compliance can be effectuated by means of (1) removal of the tattoo or body piercing object, (2) the wearing of a Department approved uniform in a Department approved manner such that the tattoo and/or object of body piercing is not visible during performance duties in the course and scope of employment, (3) the wearing of a Department approved unobtrusive device which covers the tattoo and/or object of body piercing, such as but not limited to a bandage that does not impede the safe and efficient performance of duties.

Louisville PD, KY

Body art is defined as procedures used to alter the body’s appearance such as branding, piercing (other than the earlobe for standard earrings), scarification, tongue splitting or tattoos. For the wearing of jewelry, please refer to SOP 4.2.7.

In order to present a positive and professional image to the community, body art on the hands, neck, face or any part of the head is prohibited. Members are prohibited from having visible body art, excluding tattoos, on any part of the body, while in uniform or while performing official duty in non-uniformed attire, unless otherwise approved by the Chief of Police. This includes off-duty employment in an official capacity.

Sleeve tattoos are likewise prohibited. A sleeve tattoo is a very large tattoo, or a collection of smaller tattoos, that covers or almost covers a member’s entire arm or leg. Half-sleeve or quarter-sleeve tattoos that are visible to the eye, while in uniform or while performing official duty in non-uniformed attire are likewise prohibited. A half-sleeve or quarter-sleeve tattoo is defined as a very large tattoo, or a collection of smaller tattoos that covers, or almost covers, the entire portion of an arm or leg above or below the elbow or knee.

Tattoos that are sexist, racist, vulgar, anti-social, gang related, extremist group related or may bring discredit upon the Louisville Metro Police Department are prohibited. Whether a tattoo’s content is deemed appropriate or inappropriate, shall be at the discretion of the Chief of Police.

Members with prohibited body art have the following options:

Cover the body art with clothing/uniform
Cover the body art with a neutral colored patch or neutral colored elastic bandage
Have the body art removed at the member’s expense.

Members hired prior to May 21, 2009, who had a visible tattoo(s) before that date that may be prohibited by the above policy, may request an exemption from the Chief of Police. The Chief of Police, or his/her designee, shall review photographic evidence of the tattoo and shall notify the employee if the tattoo is considered to have inappropriate content or content not considered inappropriate. If the Chief of Police, or his/her designee, determines that the content of the tattoo is inappropriate, the member shall be required to cover or remove the tattoo as detailed above. If the Chief of Police, or
his/her designee, determines that the content of the tattoo is not considered inappropriate, the photographic documentation shall be placed in the member’s medical file in Police Human Resources and the documented tattoo(s) shall be considered grandfathered and shall not need to be covered or removed as detailed above.

**St. Helena PD**

St. Helena has a ‘no visible tattoo’ policy. They must be covered while on duty or even when out as a representative of the department.

**Turlock PD**

While on duty or representing the Department in any official capacity, every effort shall be made to conceal tattoos or other body art. At no time while on duty or representing the Department in any official capacity, shall any tattoo or body art be visible without prior written authorization from the Chief of Police or his/her designee.

**Stockton PD**

1. Tattoos are permanent marks or designs made on the skin by a process of pricking and ingraining an indelible pigment or by raising scars. Tattoo visibility, while Departmental personnel are on-duty or otherwise representing the Department, is restricted according to the following rules.

   a) Tattoos on the arm and hand may be visible if they comply with the following:
   b) From a normal, standing position, a single tattoo on the arm shall not be visible larger than 4” x 4” in area, and a single tattoo on the hand shall not be visible larger than 2” x 2” in area.
   c) During normal movement, a 4” x 4” area of the tattoo on the arm, and 2” x 2” area on the hand, shall not be exposed for extended or continual periods of time.
   d) Only one tattoo per hand, and one tattoo per arm, will be allowed to be visible, regardless of whether additional tattoos may be smaller than 4” x 4” on the arm or 2” x 2” on the hand.
   e) Any visible tattoo shall not be offensive in any manner or otherwise have a message or meaning that reflects negatively upon the Department.

Tattoos on the neck, face or head shall not be visible as according to the following:

   a) From a normal, standing position, a tattoo shall not be visible on the neck area.
   b) During normal movement of the neck, if a tattoo is exposed, it shall not be so exposed for extended or continual periods of time.

Tattoos on the face or head shall not be visible at any time while personnel are on-duty or otherwise representing the Department.

   a) Permanent make-up shall be construed as a tattoo and shall be acceptable if applied in a manner that is consistent with the individual’s natural appearance.
b) Tattoos shall not be visible on the leg area.

The Chief of Police has the final approval to determine if a tattoo is offensive or inappropriate, and/or whether to allow any deviation from these guidelines.

2. Scarring

1. Scarring, also referred to as Cutting or Scarification, is the act of intentional cutting of the skin for the purpose of creating a design, form, figure, or art.
   a. While on-duty or otherwise representing the Department, personnel are prohibited from exhibiting any scarring which may be seen by another person.

2. Branding
   a. Branding is the act of intentional burning of the skin for the purpose of creating a design, form, figure, or art.

3. While on-duty or otherwise representing the Department, personnel are prohibited from exhibiting any branding which may be seen by another person.

4. Stretching
   a. Stretching, sometimes referred to as Gauging, is the intentional expansion of a body piercing for the purpose of wearing body piercing jewelry, typically upon the ear lobes.
   b. While on-duty or otherwise representing the Department, personnel are prohibited from exhibiting any stretching which may be seen by another person.

5. Covering

6. Department members must cover prohibited tattoos, scarring, and/or branding, with a skin-toned patch, bandage, long sleeved shirt, or other material approved by the Chief of Police.

7. Any authorization to deviate from Department standards shall be at the discretion of the Chief of Police.

Paso Robles PD

Paso Robles Police Department
Policy Manual

Personal Appearance Standards

Only one ring may be worn on each hand of the employee while on-duty.

Uniformed female officers may wear a non-dangling (stud) type earring, affixed to one or both ear lobes. Earrings shall be in good taste and not offensive in any manner. Male employees are prohibited from wearing any type earring(s) while representing the Paso Robles Police Department. Special assignment personnel may only wear earrings with permission of the Chief of Police or his/her designee.

1044.3 TATTOOS
While on duty or representing the Department in any official capacity, tattoos or other body art shall not be apparent or visible. The only exception to this directive is when the employee is attending PRPD defensive tactics training or PRPD range training where there are no other outside agency personnel or visitors.
West Sacramento PD
3.5.3 TATTOO, SCARIFICATION, BRANDING, AND PIERCING

There are many factors which influence the community's confidence in our Department. The image we present to the community must be one of professionalism. Therefore, our appearance is of utmost importance. It is the policy of the Department should personnel obtain any tattoo, scarification, branding or piercing; that they be located in an area which can be covered with Department approved uniform or attire. This policy applies when on duty or when representing the Department.

This procedure establishes specific guidelines concerning the display of tattoos, scarifications, brands and piercing by members of the Department. It places accountability for compliance not only upon each employee, but also upon their supervisors and commanding officers.

A. CLASSIFICATION

1. Definitions

a. Tattoo – the act or practice of marking the skin with indelible or semi-permanent designs, forms, figures, art etc., by making punctures in the skin and inserting pigment or applying substances to the skin.

b. Scarification (also defined as Mutilation) – the act of intentional cutting of the skin for the purpose of creating a design, form, figure or art. Examples of prohibited scarification include: split or forked tongues; foreign objects inserted under the skin to create a design or pattern; enlarging or stretched out holes in the ears (other than normal piercing); and intentional scaring that is visible.

c. Branding – the act of intentional burning of the skin for the purpose of creating a design, form, figure or art.

d. Piercing – the act of creating a hole in any part of the body for the purpose of inserting an object, jewelry or ornamentation.

e. Undisguisable tattoos, scarifications or brands – undisguisable is defined as those above the collarbone readily visible when wearing an open collar, any on the hands, neck, head, etc., or any which detract from an appropriate professional image.
f. Unauthorized tattoos, scarifications or brands - unauthorized is defined as any tattoos, scarifications or brands considered inappropriate, unprofessional or offensive, as outlined in Section II.C.1 herein.

g. Dental ornamentation – the use of gold, platinum, or other veneers or caps, exposed to view, for the purposes of ornamentation is prohibited. Teeth; whether natural, capped, or veneer; will not be ornamented with designs, jewels, initials, etc.

B. Tattoos and Scarification Generally

Any member of the Department who has a tattoo, branding or scarification that is disguisable, such as, arms, legs, ankles, feet, and torso shall:

1. Cover the tattoo, scarification or brand with apparel appropriate or applicable to the member's assignment. (Cover includes not being visible through clothing) In order to cover the tattoo, scarification or brand employees shall wear long sleeve shirts or pants, wearing neutral toned bandages, or other material, approved by the Chief of Police or designee; or

2. Remove the tattoo, scarification or brand at one's own expense.

C. Unauthorized or Undisguisable Tattoos

1. Types Prohibited Completely

The following includes, but is not limited to, the types of unauthorized tattoos, scarifications, or brands prohibited and strictly subject to B.2. (removal):

a. Depictions of nudity or violence.

b. Sexually explicit or vulgar art, words, phrases or profane language.

c. Symbols likely to incite a strong reaction or disruption in the workplace, i.e., swastikas, pentagrams or similar racist symbols.

d. Initials, acronyms or numbers that represent criminal or historically oppressive organizations, i.e., AB, KKK, SS, MM, BGF, HA, 666, or any street gang names, numbers and/or symbols.

2. The display of any tattoo, scarification or brand considered inappropriate, unprofessional or offensive, regardless of its location, by any member of the Department while on duty or representing the Department in any official capacity is prohibited.
West Sacramento Police Department
March 1, 2008

a. Any undisguisable tattoos, scarifications or brands, visible while on duty or representing the Department in any official capacity, must be removed.

D. Piercings

1. The piercing and wearing of associated jewelry in visible body parts, including the tongue, is prohibited except as provided for in the Department General Order 3.5.5 – Uniform Requirements and Appearance Standards. While on duty, female employees may wear one small stud earring, per ear. Male employees may not wear earrings while on duty. No visible piercings and associated jewelry are allowed on any other parts of the body.

E. Exceptions

1. When deemed operationally necessary, sworn Department members in undercover assignments may display tattoos, scarifications, brands or jewelry otherwise prohibited by this policy, with the approval of the Chief of Police or designee.

2. Officers may be granted an exemption by the Chief of Police for tattoos, scarifications, or brands that cannot be covered by apparel appropriate or applicable to the member’s assignment. The final authority for granting any exemption will rest with the Office of the Chief of Police or an appointed designee.

F. General Considerations

1. The final authority for deciding what is prohibited as to any tattoos, brands, scarifications, piercings, or jewelry will rest with the Office of the Chief of Police, or an appointed designee.

2. Jewelry, tattoos, scarifications, brandings or piercing, not in conflict with specific provisions herein, may be allowed if required by a recognized religion, upon written proof of such religious requirement.

EFFECTIVE: March 1, 2008

BY ORDER OF

DAN DRUMMOND
Chief of Police

TATTOO, SCARIFICATION, BRANDING AND PIERCING

3.5.3.3
Grass Valley PD

The City, through its Police Chief, has the right to promote a disciplined, identifiable, and impartial police force by maintaining its police uniform as a symbol of neutral government authority, free from expressions of personal bent or bias. Therefore, Grass Valley Police Department employees and volunteers with tattoos shall not allow their tattoo to be in any way visible while the employee is at any Grass Valley owned facility or while the employee is representing the Grass Valley. The employee or volunteer shall have discretion as to how the tattoo is covered, providing no other policy is violated by covering the tattoo. The only time a tattoo may be briefly visible is when the officer is preparing for duty in the locker room.

El Cerrito PD

All Department personnel (Sworn and Non-sworn) are prohibited from displaying any body art, tattoo(s) including cosmetics tattoos, brand(s), intentional scarring, mutilation, or dental ornamentation while on duty including training or representing the Department in any official capacity except for that training which is “in-house” and not visible to the public.

Any current personnel with existing body art, tattoo(s), brand(s), intentional scarring, mutilation, or dental ornamentation that is visible shall have the following options:
   a) On duty personnel shall cover existing body art, tattoo(s), brand(s), intentional scarring, or mutilation by wearing a long-sleeve properly fitted uniform shirt and/or cover the existing body art, tattoo(s), brand(s), intentional scarring, or mutilation with a skin tone patch or make-up, approved uniform pants, or Have the tattoo(s) or brand(s) removed at the employee's expense.

Body art, tattoo(s), brand(s), intentional scarring, mutilation, or dental ornamentation that is not able to be covered or concealed is prohibited. This includes, but is not limited to;
   a) foreign objects inserted under the skin; pierced, or split tongue; stretched out holes in the ears; or similar body modifications.

On duty personnel shall not have any dental ornamentation. The use of gold, platinum, silver, or veneer caps for the purpose of ornamentation are prohibited. Teeth, whether natural, capped, or veneered, shall not be ornamented with designs, jewels, initials, etc.

Department members who currently have as of November 12, 2008, tattoos and the like on their arms that would not be covered up with a properly sized long sleeve uniform shirt, skin tone patch or make-up have three options: (It is my understanding that only one employee might fall into this category.) Have the tattoo(s) et al removed at the employee's expense or seek an exception to the requirements set forth by this policy by:
   a) Writing a Memorandum documenting the request with specificity about the tattoo or other markings and contact your Division Lieutenant and make an appointment to have the item(s) in question photographed and documented, no later than 1700 hours on November 30, 2008. The photograph will be reviewed by the Office of the Chief of Police for consideration of exemption. Granting of an exception shall be at the discretion of the Chief of Police. If an exception is granted, no enhancement to the item (tattoo, markings et al) shall be allowed.
Pinole PD

While on duty or representing the department in any official capacity, every reasonable effort should be made to conceal tattoos or other body art.

Exception: As authorized by the Chief of Police or his/her designee as a result of a special assignment or need. In cases where such authorization is impractical a Division Commander or the employee’s immediate supervisor may make such an authorization. In such cases the authorizing authority shall notify the Chief of Police, through the chain of command, of that authorization and the circumstances.

For purposes of this section, a tattoo is any intentionally applied permanent or temporary decorative marking or branding affixed to the skin. This section is not intended to preclude injury or medically associated scars, marks or aids, nor is it intended to prohibit the wearing of appropriate cosmetics when worn in a manner that reflects professionalism and a business-like appearance.

Millbrae PD

We use Lexipol and they do have a policy which states every reasonable effort will be made to conceal them. We do require the officers to wear long sleeve shirts regardless of the weather conditions. We also deal with the issue prior to hire.

West Covina PD

Unless approved by the Chief of Police, an employee shall not display, nor have visible while on-duty, any tattoo or body art, unless the tattoo/body art was received prior to 2-19-04. For tattoos, body art, and intentional scarring or mutilation, all officers and civilian personnel are prohibited from having tattoos or body art visible while on duty or while representing the Department in any official capacity. An exception is made for officers working undercover. All tattoos must be covered by the Department approved uniform. Tattoos on the arms should not be visible while wearing a short sleeved uniform shirt. With the advance approval of the Chief of Police, tattoos on the arms can be covered by a long sleeve uniform shirt which shall be worn at all times when in uniform. Tattoos and body art on the following body area are prohibited from view while on duty and shall be covered by a Department approved uniform:

- Neck
- Head
- Face
- Ears
- Hands and Fingers
- Ankles
Tattoos, body art, and intentional scarring or mutilation that is not able to be covered or concealed by a Department approved uniform is prohibited. Intentional disfigurement includes, but is not limited to: foreign Objects inserted under the skin, pierced or forked tongue, and/or stretched out holes in the ears. Items used to cover and conceal tattoos including, but not limited to, nylon or spandex sleeves of any color, band aids, athletic joint supports, wrist bands, skin patches, headbands, turtleneck shirts, and gloves that are not part of the standard approved Department uniform are prohibited. Body piercing and intentional or decorative disfigurement are prohibited from view. All piercings and intentional decorative disfigurements shall be covered by the approved Department uniform while the staff member is on duty. There is an exception for female police officers who may wear pierced earrings of modest design and does not violate more specific department policy. Sworn employees shall not have any dental ornamentation. The use of gold, platinum, silver, or other veneer caps for the purposes of ornamentation are prohibited. Teeth, whether natural, capped, or veneered, shall not be ornamented with designs, jewels, initials, etc.

Candidates for employment displaying offensive tattoos or body art will be disqualified. Employees are prohibited at all times from displaying offensive tattoos or body art. See the following non-inclusive description of what constitutes offensive tattoos:

- Racism.
- Sexism or sexually suggestive or explicit words or symbols.
- Obscenity or profanity.
- Gang or drug related.
- Undermining City or Department values or reflecting poorly on the professional image of the police department.
- Displaying contempt for the United States, the rule of law, or advocating the commission of a crime or supporting those who commit crimes.

Personnel who violate this policy shall have the tattoo or body art removed at the employee's expense and face potential discipline. Failure to remove the tattoo or body art will result in discipline, up to and including, termination from employment with the City of West Covina.

Modesto PD

ALL UNIFORMED PERSONNEL IN GENERAL

1. Tattoos do not portray a professional appearance; therefore tattoos shall not be visible while on duty.

2. Body pierced jewelry or objects shall not be worn visible by any uniformed employee. This shall include any piercing in the mouth or tongue. Exception: Earrings as described within this policy.

3. Rings may be worn on the fingers not to exceed a total of 3 with a maximum of two on one hand. A wedding band consisting of two rings bound together shall be considered one ring.

4. Necklaces may be worn and shall be professional in appearance. Uniformed personnel shall not wear necklaces visible outside the uniform at any time while on duty.