

## Chapter V Personal Behavior and Appearance

## Subject 2 Appearance and Grooming

## 502.01 Objective

- A. To establish standards consistent with safe use of personal protective equipment required for firefighting and other emergency use.
- B. To provide appearance standards which will promote a neat and professional appearance while in uniform.

## 502.03 Personal Grooming

- A. The following standards will prevail for the personal grooming of members of the Fire Department while on duty and while off duty but in uniform.

## 1. Cranial Hair

- a. In all cases, the bulk or length of the hair will not interfere with the wearing of the uniform cap or helmet.
- b. Hair on top of the head will be neatly groomed. The length and/or bulk of the hair will not be excessive or present an unkempt, ragged or extreme appearance.
- c. When in uniform, the hair will not extend downward below the top edge of the shirt collar while the member is standing erect.
- d. A member may have longer hair, but the hair must be worn in a manner to comply with paragraph (1.c above) while in uniform.
- e. Frontal grooming will not permit the hair to be visible on the forehead when the uniform cap is worn.
- f. In any case, the length or bulk of the hair will not interfere with the proper wearing of the following:
  - 1. Helmet
  - 2. Mask
  - 3. Protective Hood
  - 4. Uniform Hat
  - 5. Fatigue Cap
- g. The wearing of hair styles or adornment which interferes with the protective features of helmet or mask are prohibited.

## 2. Facial Hair

- a. Facial hair of any type shall not interfere or come in contact with the S.C.B.A. face piece seal or exhalation valve.
- b. Moustaches must be kept neatly trimmed. They may not extend laterally more than one half (1/2") inch from the corner of the mouth. They may not extend more than one half (1/2") inch below the corner of the mouth when closed.
- c. Members, if they so desire, will be allowed to wear facial hair immediately beneath the lower lip, if this complies with paragraph (2.a above). This facial hair shall not exceed one half (1/2") inch in any dimension.
- d. Sideburns will be kept neatly trimmed and must not extend downward below the lowest part of the earlobe. Sideburns shall conform to paragraph (2.a above)

## 3. Eccentric Hairstyles

- a. Eccentric hairstyles, facial hair and colors which are inconsistent with uniform dress are prohibited.

### 502.05 Cosmetic Makeup

- A. The moderate use of makeup is permissible.
  1. Eye shadow is not permitted.
  2. Fingernail polish, clear and uncolored is permitted. Other colors are prohibited.
  3. Heavy use of makeup is not acceptable.

### 502.07 Jewelry

- A. The wearing of jewelry by members in uniform is limited to a wristwatch and finger rings. The wearing of finger rings is discouraged for safety reasons.
- B. The wearing of necklaces, pendants, earrings, bracelets and chains is prohibited.
- C. The wearing of religious medals or personal identification chains or necklaces may be worn around the neck, provided the item is concealed from view by the uniform shirt.

### 502.09 Exceptions

The above regulations will apply to ALL uniformed members of the Fire Department, with the exception of those who, because of the nature of their assignments, have written permission of the Assistant Chief of Human Resources.

A record of this exemption will be maintained by the Assistant Chief of Human Resources.

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**502.11 Appeals Process**

- A. Step One: The accused party will have the right to appeal compliance of this procedure to their immediate supervisor.
- B. Step Two: If not settled satisfactorily, the appeal will go to the District Chief for a ruling. If the parties are not satisfied with the results at this level, the appeal will go to the third step.
- C. Step Three: If not settled satisfactorily, the appeal will go to the Assistant Chief of Human Resources for a ruling. If the parties are not satisfied with the results at this level, the appeal will go to the fourth step.
- D. Step Four: The appeal will be heard by the Fire Chief. The decision of the Fire Chief is not appealable.
- E. Items covered by safety under this procedure are not subject to the appeal process.

**502.13 Display of Body Art**

- A. Members of the Cincinnati Fire Department must not have any lewd or offensive indelible marks or figures (tattoos) visible on any exposed part of the body while wearing the prescribed duty uniform, including the physical training approved attire.
- B. Cincinnati Fire Department policy prohibits any tattoos or brands on the face, head or neck above the class-A shirt collar. Small innocuous tattoos or brands on the hands that are not prejudicial to the good order or discipline within the Fire Department and do not detract from a professional firefighter appearance are authorized within the Cincinnati Fire Department.

Tattoos or brands that are extremist, indecent, sexist or racist are prohibited, regardless of location on the body, as they are prejudicial to good order and discipline within the Fire Department. Defined further:

1. Extremist tattoos or brands are those affiliated with, depicting or symbolizing extremist philosophies, organizations, or activities; those which advocate racial, gender or ethnic hatred or intolerance; advocate, create or engage in illegal discrimination based on race, color, gender, ethnicity, religion or national origin; or advocate violence or other unlawful means of depriving individual rights under the U.S. Constitution or federal and state law.
2. Indecent tattoos or brands are those that are grossly offensive to modesty, decency or propriety; shock the moral sense because of their vulgar, filthy or disgusting nature, or tendency to insight lustful thought; or tend reasonably to corrupt morals or incite libidinous thoughts.

3. Sexist tattoos or brands are those that advocate a philosophy that degrades or demeans a person based on gender, but that may not meet the same definition of “indecent”.
4. Racist tattoos or brands are those that advocate a philosophy that degrades or demeans a person based on race, ethnicity or national origin.