

# PMT Policy and Procedures

**Title:** Driver Selection Policy / Drivers Risk Assessment

**Section:** Hair / Facial Hair Standards (COVID-19 TEMP POLICY)

**Policy #:** 500.21

**Date of Issue:** 03/27/2020

**Date of Review:** 03/2020

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## Overview:

The purpose of this policy is to outline expected personal experience for safety of employees and patients

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## Scope:

This policy is to be followed by all road crew staff.

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## Policy:

1. The following guideline for hair standards is based on the use of personal protective equipment. Both males and females must be able to conceal all hair within a protective hood and still maintain proper fit of headgear and self-contained breathing apparatus face piece. Additionally, hair length must not interfere with providing emergency medical services. Caution must be taken to prevent member's hair from becoming contaminated by patient's bodily fluids or from contaminating a patient's injuries.

**Hair Standard:** Hair is to be neatly groomed and clean. It shall be cut, styled and worn in a conservative manner. Hair may be in a bun, ponytail or braided to accomplish the above criteria. The bulk or length of hair shall not interfere with the proper wearing of any department headgear or personal protective equipment.

**Wigs and Hair Pieces:** Wigs or hair pieces may be worn while on duty or in uniform for cosmetic reasons to cover natural baldness or physical disfigurement. If a wig or hair piece is worn, it must conform to this standard for natural hair and must not cause a safety hazard.

**Facial Hair:** No person shall report for work or be on duty with facial hair of sufficient length to potentially interfere with an individual's ability to maintain a safe mask seal with/while wearing a self-contained breathing apparatus

**Beards and Goatees:** Beards and goatees are not permitted.

**Sideburns:** Sideburns must be neatly trimmed. Sideburns must not extend below the bottom of the ear lobe and must end with a clean shaven horizontal line. Sideburns shall not extend into the portion of the face which provides for the seal of the SCBA face piece. "Muttonchops," "Ships Captain," or similar grooming styles are not permitted.

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**Mustaches:** Mustaches may be worn provided they are maintained in a neat, clean manner which presents a groomed appearance. The mustache must not interfere with the wearing of any personal protective equipment or SCBA and shall not expose the wearer to undue risk or hazard. Mustaches commonly known as “Fu Manchu” or “Handlebar” are prohibited.

### Procedures:

1. Employees whom have been deemed to have hair styles that could interfere with patient care or hair impeding the ability to properly wear personal protective equipment will be notified by management.
  - a. Employee will be given an appropriate amount of time to correct the reported issues.
2. Employees unable to or not willing to comply with the above policy will be placed on administrative leave immediately pending review by administration.

