

Section 9 - Personal Grooming Standards

Professional appearance and personal cleanliness are important for maintaining public trust and a safe working environment. The following standards of personal grooming shall apply to all Department personnel in order to maintain an acceptable Department image, as well as for the health and safety of department personnel. Personal hygiene will be practiced at all times.

Hair

While on duty or in uniform, hairstyles shall be neat, clean, and present a well-groomed appearance. There are many styles that are acceptable in the department, provided the style does not lessen the protection of required safety equipment or expose the member to added personal risk or injury. Protective hairstyles, as defined in NRS 288.270, are allowed and include natural hairstyles, afros, bantu knots, curls, braids, locks and twists. The acceptability of the style shall be judged by the following criteria:

Male:

- Hair on the back of the head shall not extend below the bottom of the collar of the Class B button-up shirt with the head erect.
- Hair may be combed over the ears but shall not exceed below the bottom of the ears and shall be cut or fashioned to permit the individual to don an SCBA facepiece and obtain an appropriate seal against the face and shall not interfere with the vision.
- Hair length shall not exceed three inches in bulk when measured at right angles from any part of the scalp.
- Hair shall not interfere with the proper fit of a helmet and shall be completely covered when in full turnouts.
- Hair shall look natural if dyed. It may not be dyed, colored, or bleached an unusual color or be an unnatural or extreme contrast.
- Uneven or unnatural hair styles including but not limited to Mohawks are prohibited.

Female:

Female employees are permitted to wear their hair down in length, if it is neat in appearance and meets all the safety standards. Female hair is limited in length to mid back.

- Hair shall not interfere with the proper fit of a helmet and shall be completely covered when in full turnouts.
- Bangs, if worn, shall be cut or fashioned to permit the individual to don an SCBA facepiece and obtain an appropriate seal against the face and shall not interfere with the vision.

- Ponytails are acceptable and shall be at a right angle from the scalp. Ponytails shall be kept neat and/or braided.
- Hair length shall not exceed three inches in bulk when measured at right angles from any part of the scalp.
- Hair elastic bands, barrettes, and hairpins that approximately match the color of the hair may be the only accessories worn in the hair.
- Hair color shall look natural if dyed. It shall not be dyed, colored, or bleached an unusual/extreme color.
- Uneven or unnatural hairstyles including but not limited to Mohawks are prohibited.

If any hairstyle interferes with mandatory response times or meeting minimum turnout times defined by the Fire Chief or their designee, the employee shall make the adjustment to meet the response and turnout standards.

Wigs and Hair Pieces

Wigs and hair pieces for fire department members shall conform to the same standards for natural hair.

Sideburns

Sideburns shall be neatly trimmed and well-groomed. They shall not extend below the lowest part of the exterior ear while standing in an erect position. Muttonchops or similar styles are not acceptable.

Mustaches

Personnel may wear a mustache so long as it does not extend outward more than 5/8" beyond the edge of the mouth opening, nor extend more than 1" below the edge of the mouth opening or protrude under the respirator seal, whichever is shorter. Mustaches shall be trimmed and well groomed. Waxed handlebars are unacceptable. No other facial hair is permitted.

Fingernails

Fingernails shall be kept clean and for safety reasons shall be no longer than 1/4" past the fingertip. If nail polish is worn, it shall be a conservative color and consistent with the semi-military image of the fire department.

Jewelry

All CCFD employees are prohibited from attaching, affixing, or displaying objects, articles or jewelry on or through the nose, tongue, eyebrows, or other visible body parts. All jewelry implants shall not be exposed while on duty. Employees are prohibited from

willfully mutilating the body or any body parts in any manner, including but not limited to tongue bifurcation (splitting of the tongue), or ear gauging (enlarging holes in the ear lobes greater than 1.6 mm).

Female employees may wear earrings on duty if they do not pose a safety issue. Earrings are limited to one set of post/stud style earring, no more than ¼ inch in diameter. Employees may wear a single wedding ring, traditional or silicone, may be worn on the ring finger. No additional loose fitting or excessive jewelry shall be worn.

Makeup

Makeup shall have a natural style or look for the employee. No fake eyelashes are permitted.

Tattoos

Tattoos, body art, and brands that may be visible to other employees or the public at any time are prohibited if they are obscene, sexually explicit, violent, advocate or symbolize discrimination against any sex, gender, sexual orientation, expression, race religion, age, national origin or ethnicity and are strictly prohibited. Tattoos are prohibited in the following areas:

1. Head including the face, scalp, temple, ears, mouth, lip, inside the mouth and eyelids.
Exception: Female employees may have permanent make-up that is conservative in color and amount is allowed. It shall be consistent and maintain a professional image.)
2. Neck including the front, sides, and back that would be visible above the collar of a properly worn Class B t-shirt.

Employees may have tattoos on the hands as long as the tattoos conform to content standards described above. Hand tattoos shall not exceed more than 50% of the total surface area of either side of the hand including fingers.

Employees that have tattoos, brands, or body art on the hands, head or neck area as previously described before this policy, shall be allowed to keep them, provided they do not break the content standards. Pictures with dates shall be taken and kept ensuring that no additional tattoos are added to the prohibited areas.

**Compliance to the dress code will be determined
by the Fire Chief or their designee.**