

<b>East Lake Tarpon Special Fire Control District</b>					
	<i><b>SOG 225 Personal Appearance</b></i>				
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;"><b>Implementation Date: 11/2000</b></td> <td style="width: 50%;"><b>Revision Date(s): 04/23/2019</b></td> </tr> <tr> <td></td> <td><b>Reviewed Date(s): 02/18/2019</b></td> </tr> </table>	<b>Implementation Date: 11/2000</b>	<b>Revision Date(s): 04/23/2019</b>		<b>Reviewed Date(s): 02/18/2019</b>
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<b>Forms or Attachments: None</b>					

**Purpose**

To establish standardized grooming and personal appearance guidelines to convey a clean, well-groomed appearance reflecting a positive and professional image.

**Scope**

The intent of this guideline is to outline the appropriate personal appearance and grooming standards for all Fire District personnel. Authority to deviate from this guideline will rest with the Fire Chief.

**General**

It shall be the duty of the responsible supervisor to assure that personal grooming shall not interfere with the wearing of safety headgear, facemask, or other related personal protective equipment. The supervisor will take immediate corrective actions to make the situation safe.

**225.1 Personal Appearance and Grooming Standards**

A. Members shall be neat and clean except when duties or assignments obviously prevent. All members shall bathe promptly after engaging in rigorous and dirty activities. All members shall maintain a neat and clean personal hygiene level for the comfort and protection of co-workers and the public. No exceptions.

B. Occupational Safety and Health Administration (OSHA) 1910.134(g)(1), states that an effective tightfitting facepiece requires the face to be in direct contact with the respirator seal. Any facial hair that is between the facepiece seal and face can cause the seal not to work effectively. East Lake Tarpon Special Fire Control District is in support of OSHA 1910.134 (g)(1) not having any facial hair between the face and respirator seal providing the highest level of safety for its members in Immediately Dangerous to Life or Health (IDLH) environments.

Hair, sideburns, mustaches, and articles of clothing must never interfere with the use of personal protective equipment (PPE), including helmets and SCBA mask.

1. Head hair – There are many hairstyles that are acceptable in the Fire District. As long as the hair style does not lessen the protection of required safety equipment or expose personnel to added personal injury the acceptability of the style will be evaluated by the following criteria:

- a) Hair at the back of the neck shall be neatly cut.
- b) Hair may not be styled to extend below the eyebrows.
- c) Hair may be styled to cover the top of the ear but may not extend past the bottom of the ear.
- d) Sideburns may extend to the bottom of the ear lobe but may be no wider than the natural width of the sideburn and shall not touch the seal of the SCBA face piece.
- e) The bulk or length of hair shall not impede the proper fit of safety equipment, nor interfere with the normal wearing of a standard uniform cap or helmet.
- f) If hair length on the back of the head extends below the bottom of the collar, it must be securely pinned above the collar for the entire tour of duty.
- g) Any color other than natural hair shades (i.e. blonde, brunette, black, and red) will not be permitted.
- h) Personnel that have short hairstyles shall have a style that is relative to the professionalism of the Fire District. "Extreme" hairstyles are not acceptable.
- i) 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.
- J) Any hairstyles that are not within the criteria of this regulation are subject to the approval by the Fire Chief or his designee.

2. Facial hair – Employees on duty shall be clean-shaven with the following restrictions:

- a. Facial hair shall not interfere with the seal of the SCBA face piece.

3. Cosmetics - Personnel will be permitted to wear cosmetics of conservative, neutral color and amount. Excessive amounts or colors that tend to detract from the professional and/or uniform appearance of employees is strictly prohibited. Personnel will not use cosmetic style or design that is not of a conservative nature, and subject to the approval by the Fire Chief of the District or his designee.

4. Jewelry – While jewelry is permitted to be worn by operations and administrative personnel, it is strongly recommended that individuals that are actively engaged in work or emergency operations wear no items of jewelry. Severe injury is possible. Due to the safety considerations pertinent to the job functions of the District, the following restrictions apply:

a) Wearing of earrings is not permitted on duty.

b) Necklaces, crosses, pendants, medallions, and bracelets shall not be worn in an exposed manner while on duty with exception of medical identification items.

c) Wearing of wristwatches is permitted if the configuration of the article will not interfere with the donning or use of gloves and protective gear. The wristwatch shall not be subject to catching or snagging from being too loose on the wrist, or design protrusions.

d) Wearing of rings will not be permitted if the style or design is overly large, ornate, or protrusive, and will subject the individual to potential injury. Rings that interfere with quick donning of gloves or other protective clothing or gear are not permitted.

e) Exposed body piercings shall not be worn while representing the Department. Unexposed piercing shall not interfere with the performance of duties or present a hazard or safety risks.

5. Tattoos - While on duty, tattoo(s) are only permitted to be displayed on the arms and legs while in uniform. No visible tattoo(s) on the hands, neck, or face will be authorized. All tattoos that are in visible areas shall not depict explicit sexual or immoral content, express radical social statements or other offensive implications must be covered at all times while on duty. All visible tattoo(s) are at the sole discretion of the Fire Chief and may be required to be covered.

6. Non-prescription sunglasses shall not be worn during patient contact unless outside in direct sunlight. Non-prescription sunglasses shall not be permitted during patient contact inside a residence, business, or while transporting a patient in an ambulance.