

	<b>GROOMING STANDARDS FOR LFRA PERSONNEL</b>	<b>2014revB</b>
<b>AUTHORED BY:</b> Division Chief Greg Ward	<b>FESSAM #</b> 7C.1	<b>EFFECTIVE DATE:</b> 9/1/2014
<b>APPROVED BY:</b> Fire Chief Mark Miller <i>Mark Miller</i>		<b>REVISION DATE:</b> 9/1/2017

## Procedure:

### Definitions:

**Body Markings** include but are not limited to tattoos, brands, scarification, or other marks that depict an image or symbol.

**Body Modification** is the intentional alteration or modification to the body that results in a visible effect which alters, disfigures or deforms a part of the body. Body modification includes but is not limited to forked tongue, skin implants, unconventional dental filling or decoration, neck elongation, and ear lobe stretching, and ear shaping. Body modification does not include reconstructive surgery, cosmetic surgery, or follicle implants.

All personnel will maintain a neat and professional image, and will adhere to the following personal grooming, ornamentation, and dress requirements while in uniform, on duty, responding to calls, attending departmental functions or training, or otherwise representing Loveland Fire Rescue Authority, unless a member has received written authorization from the Fire Chief to deviate from these requirements.

#### A. Jewelry

- a. Jewelry which detracts from the professional appearance of the member or which might create a risk to firefighter safety is not permitted.
- b. Earrings must be of a post type. Earrings that dangle, hoop, or create an entanglement hazard are prohibited.
- c. Rings are permitted on one finger per hand. Rings shall be conservative in size and appearance.
- d. Due to the risk of entanglement or strangulation, necklaces are not permitted while in class C uniforms, battle dress uniform, or workout/station evening wear. Necklaces, while in class A, B uniforms will be permitted only if

● Not visible

- No greater than 1/8 inch diameter

e. Dental ornamentation that is not a medical necessity is prohibited.

B. Piercings

a. Body piercings shall be covered, except for ear piercings, while on duty.

b. The stretching or enlargement of visible piercings is prohibited.

C. Body Markings

a. Body markings that are determined by discretion of the chief or command staff to be vulgar, obscene, sexually explicit, gang related, prejudicial or of such design or nature as may bring discredit to Loveland Fire Rescue Authority shall be completely covered and must not be visible through the uniform or clothing.

b. All body markings of any type that extend above the collar line will be required to be covered any time the member is responding to calls or is otherwise interacting with or visible to the public.

D. Cosmetics

a. Fingernails must not extend beyond the nail bed more than one quarter inch.

- Fingernail polish that is clear or lightly colored is permitted and only one color of polish may be worn at a time.

b. Makeup, if worn, must be conservative and must present a professional business appearance. Make up colors must be in with the skin tones.

E. Hair

a. Facial hair

- Unless it is determined to be legally required reasonable accommodation, members will not have visible beard hair.

● Mustaches, soul patches and goatees are permitted as long as the appearance presented is neat and professional-looking at all times. Mustaches should be neatly trimmed and not extend below the bend of the jaw line. (Ref. FIG A)

- Mustaches cannot extend horizontally beyond a line drawn vertically down from the distal corner of the eyes. (Ref. FIG A)

- Goatees and soul patches shall be trimmed close to the face and neatly groomed at all times while on duty or in uniform. Goatees and soul patches also must not extend past the bend of the jaw line.
- Sideburns shall not extend below the lowest part of the exterior ear opening, with a flare no wider than one inch. They shall be neatly trimmed and shall not be bushy. (Ref. FIG A)
- Mustaches, sideburns, soul patches and goatees shall not interfere with, or prohibit the effective sealing of a self-contained breathing apparatus.
- Eyebrows that are “striped” or otherwise decoratively or unconventionally plucked, shaved or shaped are not permitted.

b. Hair Style

- Hair must be neatly groomed presenting a professional image. All hair extending below the collar line must be able to be put up into a braid, bun, or pony tail.
- Hair must be able to be managed in an effective time frame so as to not interfere with the department standard for turnout times. At no time can any hair be visible while wearing structural PPE.
- Hair ornamentations such as ribbons or jeweled pins, or any hair ornamentations that may interfere with the wearing of emergency equipment are not permitted; plain pins, combs, and barrettes similar in color to the hair may be worn to keep the hair in place.
- No hair color other than natural human hair colors are permitted; highlights must be conservative in nature and color.

Any markings, body modifications, or other grooming/appearance subjects not covered in the above sections shall be presented to command staff to determine, in its discretion, if it will be allowed and if allowed, any conditions or restrictions that shall apply.

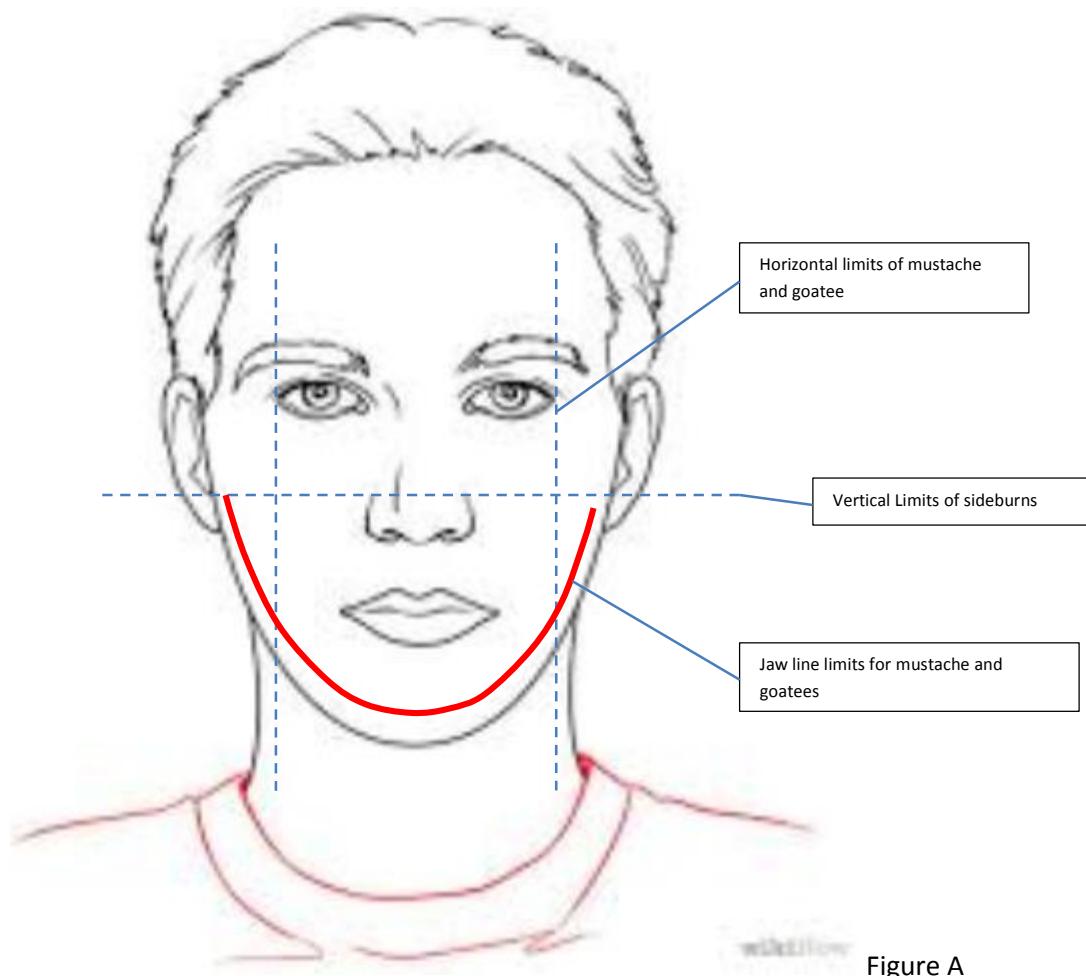


Figure A

## Revision History:

Revision B-Updated by C. Pollema to reflect the current formatting. No change in content. (10/14)

## References: