

HALIFAX FIRE DEPARTMENT R&R ARTICLE 32	GROOMING POLICY
PAGE 1 OF 3	ISSUED: December 11, 2017 Jason Viveiros, Fire Chief

Purpose

The purpose of this policy is to provide systematic and professional regulations regarding appearance.

Background

The personal appearance of Halifax Fire Department personnel is viewed by the public as an indicator of the individual's, and the department's professional attitude and competence.

The directives contained are intended to ensure the safety of department members as well as to attain and maintain the public confidence which results from a professional appearance.

Definitions

- “Body Art” is defined as any intentional body modification/mutilation, or international scarring. Some examples are but not limited to: A split or forked tongue, foreign objects inserted under the skin to create a design or pattern, enlarged or stretched out holes in the ears (other than small hole for normal piercing), or other international scarring on the neck, face, scalp, etc.

Policy

A. Shaving and Mustaches

1. The face shall be clean shaven while in uniform.
2. Mustaches are authorized, but shall be kept neat and closely trimmed.
3. Beards, goatees, soul patches or other facial hair beneath the lower lip is prohibited.
4. A mustache shall not interfere with the wearing of a face piece breathing apparatus or respirator.

B. Hair

1. Hair shall be kept clean, well-groomed and neatly styled in a manner that will not interfere proper wearing of a helmet, uniform cap or a face piece breathing apparatus or respirator.
2. No hair ornaments are permitted, except those authorized below.

C. Men's Hair above the ears and around the neck.

1. Hair may not touch the bottom edge of the uniform shirt collar, ears, or below the eyebrows.
2. Sideburns shall not extend below a point level with the middle of the ear.
3. Color changes that detract from a professional image are prohibited.

D. Women's Hair

1. When hair is worn loose and not gathered, it may not touch the bottom edge of the uniform shirt collar.
2. When hair is worn in ponytail style or a military bun, it should be pinned up for safety reasons and not allowed to hang down the back.
3. Hair clips and ponytail bands should be neutral in color and not be conspicuous.
4. The uniform cap shall fit securely and comfortably around the largest part of the head. Hairstyles which do not allow the cap to be properly worn are prohibited.
5. When wearing a fire helmet and/or a protective hood, the hair must be totally enclosed within the helmet/protective hood.
6. Color changes that detract from a professional image are prohibited.

E. Fingernails/nail polish

1. Fingernails may not compromise the integrity of protective gloves and, in all cases, may not extend more than $\frac{1}{4}$ inch beyond the end of the fingertip.
2. Nail polish, if worn, must be transparent, or similar in color to the nail or nail bed

F. Jewelry

1. The following jewelry items are the only authorized optional accessories permitted for wear by HFD personnel while in uniform. For purposes of safety, there shall be no unauthorized items dangling, hanging, or suspended from the uniform.
2. One (1) finger ring is authorized. A finger ring shall not present a safety hazard or impede a member from donning gloves.
3. One (1) religious medal and chain may be worn and they shall not be visible.
4. One wristwatch (1) and one (1) medical identification bracelet may be worn. Ankle bracelets are not authorized while in uniform.
5. One set of stud earring can be worn while on duty. Earlobe expanding rings are not permitted.

G. Tattoos / Body Art

1. Tattoos or any form of body art that is visible on the neck, head, face or from the T-shirt collar to top of head is strictly prohibited.
2. Tattoos, body art, or brands must be completely covered while on duty if they are obscene, sexually explicit, denote a violent or exclusionary group, or advocate or symbolize discrimination against any sex, gender, race, religion, ethnicity, or nationality.