




**Maryland-National Capital Police
Prince George's County Division**



DIVISION DIRECTIVE

TITLE APPEARANCE AND GROOMING		PROCEDURE NUMBER PG322.0	
SECTION Duties and Responsibilities	DISTRIBUTION A	EFFECTIVE DATE 09/01/19	REVIEW DATE 05/01/21
REPLACES PG322.0 "Appearance And Grooming," issued 05/01/17			
RELATED DIRECTIVES	REFERENCES CALEA 1, 26	AUTHORITY  Chief Stanley R. Johnson	

I. PURPOSE

This directive outlines the Division's appearance and grooming standards for all employees.

II. POLICY

As representatives of the Division, both officers and civilian support personnel need to present an image to the public, which will inspire trust and confidence. While the Division recognizes the right to express one's individual tastes, it is necessary that guidelines and restrictions are established for body art, hairstyles, facial hair, and general appearance for reasons of safety and professional appearance. All Division employees, except when otherwise authorized, shall adhere to these guidelines in maintaining a neat, clean, well-groomed, and professional appearance at all times when on duty.

III. DEFINITIONS

- A. Eccentric: A fashion or appearance that departs or deviates from the conventional or established norm for the profession.
- B. Safety hazard: Something that interferes with the safe operation or function of duty equipment or may cause injury or harm.

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IV. EXCEPTIONS

- A. Specific officers or sections/units may be granted an exception to all or part of these standards by the Park Police Division Chief, or the chief's designee when such exception is in the furtherance of official duties.
- B. Officers may be exempted from compliance with one or more of these standards subject to approved medical documentation as to the need for exemption. A copy of such documentation shall be placed in the officer's personnel file and must be updated annually. The Division may require an examination by the Commission's medical provider regarding any exemption.

V. GUIDELINES

- A. General Health and Fitness: Officers are required to maintain physical and medical condition to perform the duties and responsibilities of his/her position.
- B. General Appearance: Officers shall at all times exhibit a neat, clean, and professional look projecting pride in themselves, their Division, and their uniform.
- C. Jewelry: When worn, personal jewelry shall be kept to a minimum and shall not be extreme, eccentric, or gaudy in appearance. Jewelry may not present a safety hazard to the officer or interfere with the officer's performance. The Division will not be responsible for lost or damaged jewelry. The following specific guidelines shall apply:
 - 1. Necklaces shall not be visible while in uniform.
 - 2. Female officers may wear one matching pair of earrings, one in the middle of each ear lobe. The earrings must be of a studded or muted design and may not extend below the earlobe. No single earrings are permitted.
 - 3. Male officers may not wear any earrings while on duty.
 - 4. A maximum of one ring on each hand is allowed. Rings may not fit more than one finger at a time. An engagement ring/band combination shall be considered one ring.
 - 5. Officers may wear one bracelet per wrist.
 - 6. No other facial jewelry of any type may be worn.
- D. Mustaches: A neatly trimmed mustache is permissible as long as the officer's

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upper lip shows when viewed from the front, and the sides do not extend below the corner of the mouth. Eccentric styles, such as handlebar, or Charlie Chaplin, are not permissible.

- E. Sideburns: Sideburns shall be neatly trimmed and may not extend below the bottom of the ear lobe. Sideburns shall end with a clean-shaven horizontal line.

- F. Beards: Beards are prohibited for all officers, except those having a medical exemption or those assigned to a plainclothes assignment with approval from the Park Police Division Chief. Exempted officers may only wear a full profile beard with the hair length not to exceed one-quarter inch in length.

- G. Other Facial Hair: All facial hair, other than Section V.C-D above, is prohibited unless approved by the Park Police Division Chief.

- H. Wigs: Wigs or hairpieces may be worn if they conform to all other applicable sections of this directive.

- I. Hairstyles: Hair shall be clean and neatly groomed; the bulk of the hair shall not be excessive or present an unkempt or extreme appearance. Hair coloring must appear natural. Hairstyles must not interfere with the wearing of issued headgear or gas mask. Extreme styles, such as ponytails, rat-tails, Mohawks, or carved cuts, are prohibited. While on duty, the following hair lengths shall be observed:
 - 1. Males: While on duty and in uniform, hair shall not extend below the top edge of the shirt collar. Hair shall not fall over the ears or eyebrows. Hair shall be neatly tapered to the sides of the head and back of the neck.

 - 2. Females: While on duty and in uniform, hair shall not extend below the bottom edge of the shirt collar. Hair shall not fall over the eyebrows. Barrettes and hairpins shall match officer hair color as closely as possible. Bows and ribbons shall not be worn. The style shall not interfere with the wearing of divisional headgear and/or other protective equipment.

- J. Fingernails: Fingernails may not extend more than a one-quarter inch past the tip of the finger. Only clear, neutral, or muted tone nail polish may be worn while in uniform.

- K. Make-up: Make-up shall be kept to a minimum and, if worn, be muted or natural in color.

- L. Body Art and Tattoos: Body art, including tattoos or branding that is obscene, advocates racial, sexual, ethnic, or religious discrimination, or is detrimental to the good order and discipline, or is of a nature that tends to bring discredit to the agency shall be prohibited. Body art will not be visible if considered bizarre or

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offensive.

Officers may not have intentional body mutilation, piercing, branding, or intentional scarring that is eccentric or excessive. Examples include, but are not limited to: a slit or forked tongue, gauging or gradually increasing the radius of a surgically induced opening in the flesh in areas such as the ear lobes or lips, or transdermal objects under the skin.

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