



## **Application Notification**

### **Tattoos, Body Art, and Branding**

Maintaining a professional appearance is critically important to fostering public trust and confidence in law enforcement, and exceeding the standards of the profession.

#### **PROHIBITED TATTOOS, BRANDS OR SCARIFICATION**

No person employed by the Department may have the following, as determined by the Chief of Police or his designee:

- Tattoos, brands or scarification anywhere on the body that are extremist, indecent, or racist are prohibited. Tattoos, brands or scarification of initials, acronyms or numbers that represent criminal activity, extremist organizations or gang activity. Extremist organizations or gang activity include, but are not limited to, People Nation, Blood, Crips, Folk Nation, Norteno, Sureno, Outlaw Motorcycle Extremist, Prison or other miscellaneous gangs, as identified by national or regional crime enforcement network(s).
- Tattoos, brands or scarifications which depict the use or promotes the use of illegal drugs or drug paraphernalia, as prohibited by state law and/or federal law.
- Extremist tattoos, brands or scarification are those affiliated with, depicting or symbolizing extremist philosophies, organizations, or activities; those which advocate racial, gender, ethnicity, religion or national origin: or advocate violence or other unlawful means of depriving individual's rights under the U.S. Constitution or federal and state law.
- Indecent tattoos, brands or scarification are those that are grossly offensive to modesty, decency or propriety; shock the moral sense because of their vulgar nature.
- Racist tattoos, brands or scarification are those that advocate a philosophy that degrades or demeans a person based on race, ethnicity or national origin.

#### **ARMS AND LEGS:**

- Tattoos, body art and branding, not otherwise applicable in the above paragraphs, must not be located between the upper wrist and two (2) inches above the inside bend of the elbow or one (1) inch below the cuff line when wearing a short sleeve uniform shirt, while standing in a normal posture.
- Uniformed personnel with visible tattoos, body art, and branding on their legs are prohibited from wearing uniform shorts and short sleeve uniform shirts.
- The covering of tattoos, body art, and branding through the use of covers, band-aids, or bandages shall not be allowed. All employees will be required to wear a long sleeve uniform shirt at all times to cover any tattoos, body art, scarifications, or other body modifications that are visible on the forearm area.

#### **FACE, EARS, HEAD & NECK:**

- Any tattoos, brands or scarification on the face, ears, head or neck above the shirt collar are prohibited for sworn officers, uniformed personnel and plain clothes officers.

- Non-uniformed, civilian personnel with innocuous tattoos in these areas that do not detract from a professional appearance must completely conceal them, at all times while on duty, with cosmetics, wearing style of the hair, or be removed if unable to be concealed under these guidelines.
- The covering of tattoos, body art, and branding through the use of covers, band-aids, or bandages shall not be allowed as a means of conforming to this section.  
Exceptions:
  - Permanent make-up for female employees will be allowed. This includes permanent eyeliner, eyebrows and makeup applied to fill in lips. However, permanent make-up will be conservative in both style and color and not trendy.

**HANDS AND FINGERS:**

- Any tattoos, brands or scarification on the hands and fingers are prohibited. Tattoos, brands or scarification on the lower wrist must be covered (such as a watch or like object), or be removed if unable to be concealed under these guidelines. However, one band (ring) tattoo on the ring finger no wider than 3/8 inch is allowed.

**BODY PIERCING**

- While on duty, all personnel are prohibited from displaying any type of body piercing (other than earrings on females only) that is visible to the public and/or coworkers. The Deputy Chief of the Criminal Investigations Division is authorized to grant exceptions to personnel involved in covert operations.

**DENTAL ORNAMENTATION:**

- The use of gold, platinum or other veneers, braces or caps for purposes of ornamentation is prohibited. Teeth, whether natural, capped or veneer, will not be ornamented with designs, jewels, initials, etc.

**MUTILATION:**

- Intentional body mutilation, piercing, branding or intentional scaring that are excessive are prohibited regardless if they are permanent or semi-permanent.

Some examples of mutilation include, but are not limited to, the following:

- 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 a normal piercing);
- Intentional scarring that appears on the neck, face or scalp.

I, \_\_\_\_\_, an applicant for employment with the Allen Police Department, have read and understand this written directive of the Allen Police Department addressing PROHIBITED TATTOOS, BRANDS AND SCARIFICATIONS. I certify that I do not currently have any prohibited tattoos described that are in violation of this directive. I further understand that any tattoos that I place on my person, after my date of hire, that violate this directive shall subject me to disciplinary action.

APPLICANT’S SIGNATURE & DATE: \_\_\_\_\_

WITNESS’S SIGNATURE & DATE: \_\_\_\_\_