

DATE SUBMITTED 10/28/20  
 SUBMITTED BY Imperial Police Dept.  
 DATE ACTION REQUIRED 11/04/20

COUNCIL ACTION  (x)  
 PUBLIC HEARING REQUIRED  ( )  
 RESOLUTION  ( )  
 ORDINANCE 1<sup>ST</sup> READING  ( )  
 ORDINANCE 2<sup>ND</sup> READING  ( )  
 CITY CLERK'S INITIALS 26

**IMPERIAL CITY COUNCIL  
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: Imperial Police Department Policy Amendment <p align="center"><b>1. Approval to amend current IPD Policy 1023.3- Tattoos</b></p>	
DEPARTMENT INVOLVED: Police Dept.	
BACKGROUND/SUMMARY: <p>The Imperial Police Department is requesting to amend its current policy that prohibits tattoos to be exposed during an Officers normal course of duties. The proposed amendment will not allow tattoos on the hands, face, lips or neck and/or any containing obscene, vulgar, or inappropriate language or images. Additional categories are prohibited, please see attached proposed language for further detail.</p> <p>All employees having approved "body art" shall not display or allow it to be visible under the following circumstance: while attending a formal department event; while attending court; any other official law enforcement related ceremonial event; or at the direction of the Chief. The Imperial Police Department is requesting to change this policy to further "humanize the badge". Studies show that tattoos make police officers more approachable to members of the public.</p>	
FISCAL IMPACT: NONE	ADMIN SERVICES SIGN INITIALS <u>[Signature]</u>
STAFF RECOMMENDATION: Approve	DEPT. INITIALS <u>MS #1/51</u>
MANAGER'S RECOMMENDATION:	CITY MANAGER'S INITIALS <u>OTM</u>
MOTION:	
SECONDED: AYES: NAYES: ABSENT:	APPROVED <input type="checkbox"/> ( )      REJECTED <input type="checkbox"/> ( ) DISAPPROVED <input type="checkbox"/> ( )      DEFERRED <input type="checkbox"/> ( ) REFERRED TO:

# Imperial Police Department

## Department Order

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**Effective Date:** TBD

**Subject:** Personal Appearance Standards

**Distribution:** All Personnel

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### I. Purpose

This policy establishes guidelines for PERSONAL APPEARANCE STANDARDS including visible tattoos for uniformed personnel, while on or off duty in uniform or on duty in civilian attire.

### II. Policy

The department's policy on tattoos and brands that are prejudicial and do not comport to professionalism are prohibited. This policy applies to all employees while on or off duty in uniform or on duty in civilian attire that are representing the department. Employees are prohibited from exhibiting tattoos, body art, or brands that are offensive or demeaning and have a negative impression of the department. This policy may be modified or rescinded at any time by the Police Chief.

### III. Procedure

#### 1023.3 TATTOOS

The presence of visible tattoos, brandings, or intentional scarring on the hands, head, face, lips, or neck while on duty and/or in uniform, **are prohibited**. This standard applies to all Department personnel.

Permanent cosmetic tattoos and medical tattoos are exempt from this policy: i.e., a tattoo applied as make-up such as, eyebrows, lipstick, eyeliner, eyelashes, etc., a tattoo applied for health purposes, such as a warning that the patient suffers from a chronic disease or as a "marker" to aid medical personnel in performing a medical procedure.

Members and employees may display tattoos, brandings or intentional scarring while in uniform, except:

- a) On the hands, face, lips, or neck

b) Tattoos, brandings or intentional scarring of objectionable content may not be displayed while in uniform. Such objectionable content includes, but is not limited to:

1. Obscene, vulgar, or inappropriate language or images;
2. Language or images considered demeaning to any protected class (such as race, ancestry, or gender);
3. Nudity, or sexual language;
4. Gang or drug related; and,
5. Political in nature.

Members and employees having the above mentioned "body art" visible on a prohibited area or which has been deemed prohibited on an allowable area of their body, shall cover or conceal it with a bandage or concealing make-up that blends as closely as possible with the member or employee's skin tone.

#### **IV. SPECIAL CONSIDERATIONS**

All employees having the above mentioned "body art" shall not display or allow it to be visible under the following circumstances:

1. While attending a formal department event;
2. While attending court;
3. Any other official law enforcement related ceremonial event; and,
4. At the direction of the Chief of Police.

Approved/Adopted: \_\_\_\_\_ Date: \_\_\_\_\_

Leonard J. Barra, Chief of Police