Department of State Police
General Order

Pursuant to GEN-01 Personal Appearance, members shall present an image of the highest standard, order, and professionalism to the public.

Members of the Department shall maintain their personal appearance to the highest standards possible and in conformance with GEN-01 Personal Appearance.

No sworn member of the Department shall have ANY tattoo, scarification or brand that is considered extremist.

Extremist tattoos, scarifications or brands are those affiliated with, depicting, and/or symbolizing extremist philosophies, organizations, or activities. Extremist philosophies, organizations, and activities are those which advocate racial, gender and/or ethnic hatred or intolerance; advocate, create, or engage in illegal discrimination based on race, color, gender, gender identity, sexual orientation, ethnicity, religion, or national origin; and/or advocate violence or other unlawful means of depriving individual rights under the U.S. Constitution, Federal, or State law.

For purposes of this policy, the above prohibition on extremist tattoos, scarifications or brands shall also include indecent, sexist and racist tattoos, scarifications or brands:

1. **Indecent** tattoos, scarifications or brands are those that are grossly offensive to modesty, decency, or propriety; shock the moral sense because of their vulgar, filthy, or disgusting nature or tendency to incite lustful thought; or tend reasonably to corrupt morals or incite libidinous thoughts.

2. **Sextist** tattoos, scarifications or brands are those that advocate a philosophy that degrades or demeans a person based on gender or gender identity, but that may not meet the same definition of "indecent."

3. **Racist** tattoos, scarifications or brands are those that advocate a philosophy that degrades or demeans a person based on race, ethnicity, or national origin.
Members Hired on or after September 3, 2019

While on-duty, no sworn member, hired on or after September 3, 2019, shall have any tattoo, scarification or brand that is visible while in:

- the Class "B" summer uniform; or
- ANY authorized uniform or attire.

Any sworn member, hired on or after September 3, 2019, having such normally visible tattoo, scarification or brand, shall cover such mark(s) via the use of a flesh-tone or solid black covering(s) that shall be provided by the Department. Sworn members required to wear such coverings shall ensure the coverings remain clean, in good working condition, free of any designs or logos, and professionally presentable to the public while worn. Such covering(s) shall be subject to inspection by a supervisor to ensure compliance and satisfactory appearance.

Under no circumstances shall any sworn member, hired on or after September 3, 2019, have a tattoo, scarification or brand on his or her face, neck or hands (wrist to fingertips).

NOTE: This prohibition pertaining to face and hands does not apply to members who have:

- Permanent commitment band(s) on the hand(s); and/or
- Permanent eyeliner, eyebrows or lipstick, as long as the permanent color is conservative and compliments the complexion and uniform.

However, under no circumstances shall any sworn member, hired on or after September 3, 2019, be allowed to add ANY additional permanent markings to his or her face.

Applicants

All applicants seeking sworn appointment to the Department shall be screened during applicant processing to assess whether they are in compliance with this General Order.

If an applicant is found to be in violation of this General Order, then the applicant may, at his or her sole discretion, have the non-compliant tattoo, branding, or body art, or visible portion thereof, removed at his or her own expense. If an applicant expresses a willingness to remove a non-compliant tattoo, branding, or body art, his or her application for appointment will be suspended until the removal process is completed and re-evaluated for compliance. Removal of any markings will not per se absolve the applicant of being deemed as having such affiliation or adherence to said philosophies, organizations or activities that may be apparent in any phase of the selection process.
Sworn Members Hired Prior to September 3, 2019

Under no circumstances shall any sworn member, hired prior to September 3, 2019, be allowed to add any additional tattoo, scarification or brand on his or her face, neck or hands (wrist to fingertips) with the exception of commitment band(s) on the hand(s).

Sworn members, hired prior to September 3, 2019, shall not be required to remove or cover existing tattoos, branding, or body art that existed prior to September 3, 2019, so long as such tattoos, brandings, or body art were:

- otherwise compliant with Department policy at the time the tattoo, branding, or body art was obtained; and
- properly documented and made part of the employee’s Official Personnel File, if so required.

However, any sworn member who, after September 3, 2019, acquires any additional tattoo, scarification or brand, regardless of size, normally visible while on-duty in the Class "B" summer uniform or in ANY authorized uniform or attire, shall cover up such mark(s) via the use of a flesh-tone or solid black covering(s) that shall be provided by the Department. Sworn members required to wear such coverings shall ensure the coverings remain clean, in good working condition, free of any designs or logos, and professionally presentable to the public while worn. Such covering(s) shall be subject to inspection by a supervisor to ensure compliance and satisfactory appearance.

Body Modifications

Body modification to any area of the body that is visible while on-duty in ANY authorized uniform or attire is prohibited.

The use of gold, platinum or other dental veneers or caps for the purpose of ornamentation while on-duty is prohibited. Teeth, whether natural, capped, or veneer shall not be ornamented with designs, jewels, initials, etc.

Body piercing jewelry not concealed by any authorized uniform or approved attire while on-duty is prohibited with the exception of earrings worn in compliance with GEN-01 Personal Appearance.

- The wearing of any facial jewelry to include, but not limited to tongue piercings, lip piercings, nose piercings, brow piercings by any sworn member of the department while on-duty is prohibited.

**Exception:** Members who are on undercover assignment may display facial or body piercings, when authorized by their Division Commander.
<table>
<thead>
<tr>
<th>Subject</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tattoos and Body Modifications</td>
<td>GEN-01A</td>
</tr>
</tbody>
</table>

**References**

- Department Rules and Regulations Article 10-Regulations Establishing Recruit Minimum Entrance Requirement
- GEN-01 Personal Appearance
- SP 801 Grandfather Waiver: Tattoos/Body Art/Brands/Scarifications

Promulgated By: [Signature]