

### III. Procedure:

**A. Body Adornment:** All body art, intentional scarring, branding, body mutilation or body part piercing and other body adornments shall not be visible while an Officer is on duty. Intentional body mutilations include, but are not limited to: a) split or forked tongue; b) foreign objects inserted under the skin to create or design a pattern; c) foreign objects inserted in the tongue, mouth cheek or eyebrow; d) enlarged or stretched holes in ears; e) intentional scarring or branding; f) all visible dental ornamentation is prohibited such as gold/silver fillings or appliques, unless deemed medically necessary. Earrings(s) shall not be worn while on duty.

**Tattoos:** At no time while on-duty or representing the department in any official capacity, shall any offensive tattoos be visible. Examples of offensive tattoos would include, but not limited to, those which depict sexual, discriminatory, gang related or obscene language.

If a complaint or concern about a particular tattoo is made to a supervisor or commander, a committee will determine its appropriateness. This committee will consist of representatives from the following groups who will make the ultimate decision on whether or not a tattoo is deemed offensive.

- Town of Ridgefield Human Resources Director
- Union Board Member
- Police Department Chief of Designee
- Town Legal Representative

If deemed offensive, the employee will be required to cover it while working in an official capacity and may face disciplinary action. Officers who choose to get a visible tattoo should recognize that is acceptable currently may be deemed offensive in the future due to changing societal and cultural norms.

Tattoos below the cuff of the uniform long sleeve shirt, on the face or above the collar bone are prohibited.

It is recommended that officers seek guidance from the Chief or designee if they are uncertain about the appropriateness of a future tattoo.

**Exceptions:** Certain officers with visible tattoos on previously prohibited areas were "grandfathered" in 2010. Those previously "grandfathered" tattoos are exceptions to this policy.