



LYNDHURST FIRE DEPARTMENT
STANDARD OPERATING PROCEDURES

Rules & Regulations

Number: 110

Title: Body Ornamentation

Effective: February 10, 2014

Supersedes: None

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Purpose

To ensure that all fire department personnel present a neutral professional image by maintaining a professional and acceptable grooming standard while on duty.

Scope

Visible body ornamentation while on duty including but not limited to tattoos, brands, scarification, dental ornamentation, and body piercing including piercing of the tongue.

Definitions:

- Tattoo – the act or practice of marking the skin with indelible designs, forms, figures, art, etc. by making punctures in the skin and inserting pigment.
- Scarification – the act of intentionally cutting of the skin for the purpose of creating a design, form, figure, or art.
- Branding – the act of intentionally burning of the skin for the purpose of creating a design, form, figure, or art.
- Body Piercing – piercing of holes in parts of the body other than the earlobes in order to insert rings, studs or other decorative objects.

Policy

1. Employees hired before January 1, 2014 are exempt from existing tattoos, scarification, or branding that may violate this policy.
 - a. Existing employees shall not add any tattoos, scarification, or branding that violates this policy after January 1, 2014.
2. Employees hired after January 1, 2014 shall not violate this policy.
3. Employees will not have any visible body ornamentation that can be seen while wearing approved fire station uniform while out in the public or conducting official fire department business including fire station tours.
4. Employees will not have visible body ornamentation that extends above the neckline or from the elbow to the finger tip.
5. Visible body piercings are limited to two studs in each ear.
 - a. Tongue or other facial piercings are not allowed while on duty.
6. All body piercings, whether visible or not shall not impede the ability of the employee from meeting the essential job functions as defined by NFPA and the fire department job description.
7. Gold, platinum or other veneers or caps shall not be used for the purposes of ornamentation unless prescribed by a dentist as necessary dental work.