

Fauquier County Department of Fire Rescue



Rule & Regulation

No. 128

General Appearance Standards

Effective Date: March 1, 2009

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Revision Date: May 5, 2023

Forms:

Approved By: Kalvyn W. Smith, Interim Fire Chief

PURPOSE

To provide guidelines for personal grooming, the wearing of jewelry and general appearance standards for all Fauquier County Department of Fire, Rescue, and Emergency Management personnel while on duty.

SCOPE

This regulation pertains to all members of the Fauquier County Department of Fire, Rescue, and Emergency Management. Those areas of this rule and regulation which do not pertain to administrative members shall be noted.

PREFACE

These standards have been developed to meet the expectation that members will always maintain acceptable personal hygiene. Department personnel provide highly visible and essential public safety services to the citizens we serve. As part of establishing and maintaining public trust, the general appearance of public safety providers should be conservative in nature.

RESPONSIBILITIES

Company Officers and Shift Supervisors shall be responsible for promoting and ensuring that all company personnel maintain a neat, professional appearance and follow the guidelines outlined in this policy.

GUIDELINES FOR UNIFORMED PERSONNEL

A. Hair

1. Cleaned and maintained to present a neat appearance. Hair may be any color which occurs naturally in human hair and uniform in appearance.

Desire to Serve

Ability to Perform

Courage to Act

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2. Hair shall not interfere with the proper wearing of all headgear required in the performance of duty. (i.e, fire helmet, fire resistive hood, SCBA (Self Contained Breathing Apparatus) face piece, or dress uniform cap.
 - a. Members shall assure the hair does not extend out from under protective clothing. At no time shall interfere with the safe and proper wearing of PPE or SCBA or pose a safety risk
 - b. Hair that extends or hangs below the bottom of the shirt collar shall be worn in the following manners during work hours or events:
 - i. Hair may extend or hang down the bottom of the shirt collar no more than four inches below this point, when in a standing position so that the hair cannot fall forward and cause an entanglement hazard or other safety hazard.
 - ii. Hair may be worn down during periods of rest or when occupying a fire station.
 - iii. Hair should not cover eyes.
 - c. When in Class A or dress uniform, hair shall be worn up and off the collar.
3. Any hair style that may impact or prevent the safe wearing of personal protective equipment or pose a safety risk are not permitted while on duty. This should include clean, neat, and groomed. Hair should not be presented in a way that it can be caught, entangled, or impact ability to work such as covering of eyes.
4. No decorations may be worn in the hair. Hair clips, bands or pins shall be conservative in color.

B. Wigs

1. Wigs / hair pieces are permitted if they conform to the above standards for natural hair and pose no safety hazard.

C. Facial Hair

1. If present, sideburns will be neatly trimmed and tapered in the same manner as the haircut. Sideburns will not extend below the lowest part of the earlobe. Sideburns will be of even width (not flared) and will end with a clean-shaven horizontal line. Sideburns shall not exceed one inch thick.

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2. Mustaches are permitted, so long as the care and grooming of the mustache is within the prescribed limitations of this policy.
 - a. The mustache must be kept neat and shall be trimmed with even, clean cut lines and shall be kept clean and free of all foreign matter, it shall not be waxed or dyed. Styling of mustaches are not permitted.
 - b. Mustaches may not extend below the jaw line. The wearing of such facial hair shall not interfere with the face piece seal on respiratory protective equipment.
 - c. Beards and goatees are not permitted.
 - d. There shall be no hair between the skin and seal of an SCBA mask. Occupational Safety and Health Administration (OSHA) 29 CFR 1910.134 "Respiratory Protection".
3. Members are to be clean shaven and with facial hair in compliance with these standards at the beginning of their work shift.

D. Cosmetics

1. Cosmetics may be worn with all uniforms. Cosmetics should be applied in a work appropriate manner where colors blend and are not exaggerated in style.

E. Nails

1. Fingernails shall be kept clean and shall not interfere with routine duties.
 - a. Nail polish may be worn while in uniform.
 - b. Nail adornments are prohibited.
 - c. False or fake nails or extensions are prohibited.

F. Jewelry or Adornments

1. Rings may be worn but limited to one per hand (a wedding/engagement ring combination shall count as one) and cannot bear sharp surfaces likely to cause injury.
2. Only one wristwatch, bracelet, fitness tracker, per wrist may be worn.

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3. Necklaces shall be tucked under the shirt at all times.
4. Medical bracelets or necklaces may be worn by members with special medical needs.
5. Stud style earrings are permitted. Loop, ring, or other dangle style earrings are not permitted for operational members due to their potential for interference with personal protective equipment.
6. Gauges in the earlobe (i.e. plugs) are prohibited.
7. Body piercings, other than ear piercings as noted in F.5. above, shall not be visible to the public at any time. Use of clear or flesh toned retainers flat to the skin are allowable.
8. Dermal implants and forked tongues are prohibited.
9. At no time shall jewelry interfere with the use of PPE or SCBA.

G. Tattoos

1. Visible tattoos, brands, or other body art on the head, face, neck, or scalp are prohibited.
2. Tattoos with language or images that are vulgar, discriminatory, obscene, include nudity, or promote illegal or violent conduct, such as, the unlawful use of weapons, drugs, alcohol, tobacco, or drug paraphernalia in any language or that contains threats such as gang symbols shall not be visible while on duty or in uniform.

H. Eye Wear

1. Sunglasses may be worn at the member's option. Sunglasses with mirrored lenses should be removed during citizen interaction.
2. Standard sunglasses, which are not ANSI rated, shall not be worn as a substitute for approved safety glasses.
3. Sunglasses and frames must be of conservative nature and not have ornate decoration.
4. Corrective eye wear such as contact lenses must be of a naturally occurring eye color, paired and have a natural human pupil appearance (no vertical

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slits, etc.)

I. Miscellaneous

1. Articles such as wallets, watch chains or fobs, personal jewelry, handkerchiefs, combs, are not part of the uniform and will not be attached to or visible on the uniform.
2. No ornamental dental materials (e.g., jewels, initials, designs, coverings, etc.) are to be worn. Dental ornamentations do not include dental repairs for bona fide medical reasons.