

Fauquier County Department of Fire Rescue

Rule & Regulation

No. 128

General Appearance Standards

Effective Date: March 1, 2009
Revision Date: February 5, 2018

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Forms:

Approved By: Darren L. Stevens, Fire Rescue 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.

I. PREFACE

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. Therefore, these standards have been developed to meet those expectations which are main stream in our community. How the public may perceive our employees may directly affect their initial confidence on the services we provide.

II. PROCEDURE

A. Hair

1. Hair must be clean, neat and conservatively groomed as described.
2. Hair must be worn so that it does not extend below the bottom of the uniform collar when in uniform.
3. Operational member's hair shall be arranged in such a style that it can fit under the employee's hood and helmet not to interfere with their personal protective equipment (PPE), including SCBA masks.
4. The hair shall not protrude more than one inch from the side of the head.

Desire to Serve

Ability to Perform

Courage to Act

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5. Hair shall not cover the employee's eyes.
6. Hair may be dyed, tinted, or highlighted any color that could naturally occur in human hair. Any stripes, spots, or dying of colors other than natural tones is prohibited.
7. Hair that is cut short on the sides and spiked up on the top of the head into a point is not permitted.
8. No decorations may be worn in the hair. Hair clips or pins shall be conservative in color.

B. Wigs

1. Wigs are permitted, if they conform to the above standards for natural hair.

C. Sideburns

1. Sideburns must be neatly trimmed and not extend below the bottom of the ear.
2. Operational member's sideburns shall not interfere with the face piece seal on respiratory protective equipment.

D. Facial Hair

1. Operational members must be clean shaven at all times, except for facial hair that is clean, neat and evenly trimmed above or below the lip. The wearing of such facial hair shall not interfere with the face piece seal on respiratory protective equipment. Beards are not permitted.
2. Administrative members may have facial hair that is clean, neat and evenly trimmed.

E. Makeup

1. Makeup is permitted, if applied conservatively. Exaggerated, faddish, or bright cosmetic styles are inappropriate and shall not be worn.

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F. Nails

1. Artificial nails or extensions are not acceptable for operational members and are in violation of the Department's Exposure Control Program Manual.
2. Nails must be clean, trimmed to no greater than ¼", per CDC guidelines, and shall not interfere with PPE use.
3. Nails polish shall be conservative in color. Exaggerated, faddish, or bright cosmetic colors are inappropriate and shall not be worn.

G. Jewelry

1. Operational members are permitted to wear two rings (a wedding/engagement ring combination shall count as one), a single bracelet/medic alert bracelet and a wristwatch.
2. Operational members are permitted to wear two stud style earrings, subject to review and approval by the fire chief or his/her designee, in each ear while in uniform. Jewelry may not be worn in other visible piercings.
3. Loop, ring or other dangle style earrings are not permitted for operational members due to their likely interference with personal protective equipment.
4. Rings bearing sharp surfaces likely to cause injury to others are not allowed.

H. Tattoos

1. 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.
2. Tattoos on the face, head or hands shall be subject to approval by the fire chief.

I. Eye Wear

1. Sunglasses may be worn at the member's option. Sunglasses with mirrored lenses should be removed during citizen interaction.

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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.

J. Miscellaneous

1. Members will maintain acceptable personal hygiene standards at all times.
2. Articles such as wallets, watch chains or fobs, personal jewelry, handkerchiefs, combs, cigars, tobacco cans, cigarettes and pipes are not part of the uniform and will not be attached to or visible on the uniform.