Grooming and Hygiene Standards

1024.1 PURPOSE AND SCOPE
The Mesa County Sheriff’s Office recognizes that the presentation of its employees in the workplace contributes to a professional environment and the public image that has contributed to the success of the Office. Therefore, to project uniformity and neutrality toward the public and other members of the Office, employees are expected to practice daily hygiene and good grooming habits as set forth in further detail below.

1024.2 GROOMING STANDARDS
Unless otherwise stated and because deviations from these standards could present safety issues, the following appearance standards shall apply to all employees, except those whose current assignment would deem them not appropriate, and where the Sheriff has granted an exception.

1024.2.1 HAIR
Hair should be cleaned, combed and neatly trimmed or arranged. Non-traditional hair colors are not permitted. For male employees, hair must not extend below the top edge of the collar while assuming a normal stance, nor extend over the top of the ears.

For female employees, hair must be worn in such a manner that no part of the hair ever extends below the collar line.

1024.2.2 MUSTACHES
A short and neatly trimmed mustache may be worn. The hair length of the mustache shall not extend below the natural hairline of the upper lip.

1024.2.3 SIDEBURNS
Sideburns shall be neatly trimmed and not extend below the bottom of the earlobes unless the sideburns are part of a full beard.

1024.2.4 BEARDS
Facial hair in the form of a full beard, goatee, Van Dyke etc. are allowed but must be maintained in a neat and professional manner. Hair length should be no longer than 3/8” (number 3 comb on most beard trimmers), neatly trimmed, and uniform in length. Beards shall be trimmed in such a manner to ensure there is no facial hair on or above the cheekbones and/or into the neck area below the line formed where the chin/jaw area meets the neck.

1024.2.5 FINGERNAILS
Fingernails extending beyond the tip of the finger can pose a safety hazard to deputies or others. For this reason, fingernails shall be trimmed so that no point of the nail extends beyond the tip of the finger. Hands and nails should be clean and conservatively manicured.
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1024.2.6 JEWELRY AND ACCESSORIES
No jewelry or personal ornaments shall be worn by deputies on any part of the uniform or equipment. One ring per hand and a watch may be worn while in uniform. If jewelry is worn around the neck it shall not be visible above the shirt collar.

Two stud type earrings maybe worn by uniformed female deputies. Females who are not in contact with suspects/inmates may wear tasteful jewelry in moderation. The size and/or the number of earrings, rings, necklaces, and bracelets may be determined at the administrative level based on specific job functions, operational and safety factors.

Medic alert jewelry may be worn as needed. A Daith ear piercing for migraines may be worn if supported by a doctor’s note.

1024.2.7 MAKE-UP AND FRAGRANCES
Make-up must be professional and conservative. Fragrant products such as colognes, perfumes, body lotions or hair products should be used in moderation in the workplace out of concern for others who may be allergic to or have sensitivities to fragrant products.

1024.3 TATTOOS
Tattoos that are deemed to be offensive include but are not limited to those which depict racial or sexually discriminatory images or language, gang-related imagery or language, or obscene imagery or language. Applicants who have an offensive tattoo, tattoos above the neckline, on the face, or scalp will be subject to disqualification for employment. Employees who have an offensive tattoo, tattoos above the neckline, or on the face or scalp will be disciplined up to and including termination.

1024.4 BODY PIERCING OR ALTERATION
Body piercing or alteration to any area of the body that is visible in any authorized uniform or attire, and is a deviation from normal anatomical features and that is not medically required is prohibited. Such body alteration includes, but is not limited to, the following:

(a) Tongue splitting or piercing
(b) The complete or transdermal implantation of any material other than hair replacement or breast augmentation
(c) Abnormal shaping of the ears, eyes, nose or teeth
(d) Branding or scarification