



DEPARTMENT NOTICE

23-135

Published: 08/25/23

Expires: 08/25/26

Department General Order 11.08 “Grooming Standards” Update Packet #91

The purpose of this notice is to announce the revision of Department General Order 11.08, *Grooming Standards*, adopted by the Police Commission on June 14, 2023. The updates in this policy include, but are not limited to the following:

- Grooming standards are now gender neutral.
- Modifications have been made to policy relating to:
 - Hairstyle
 - Facial Hair
 - Fingernails
 - Jewelry
- Body art and tattoos are permissible within the parameters outlined by the policy.
- All members are subject to bi-monthly formal inspections and daily spot inspections by a supervisor to ensure they are in compliance with all applicable aspects of this policy.

Members are expected to have a working knowledge of all directives applicable to their respective assignment and comply with their provisions, per DGO 3.01, *Written Communications*. Members shall obey all written orders, policies, and procedures of the Department, per DGO 2.01, *General Rules of Conduct*.

Department General Order update packet #91 is attached to this notice and is available to members on the PowerDMS site.

AC *Daniel Lopez* (FOE)
WILLIAM SCOTT
Chief of Police

Per DN 20-150, all sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be made to sfpd.writtendirectives@sfgov.org who will provide additional information.

Grooming Standards

11.08.01 PURPOSE

Sworn members of the San Francisco Police Department are among the most highly visible representatives of the City and County of San Francisco. The purpose of this policy is to establish grooming standards for sworn uniformed members, hereinafter known as members. While on duty members shall present themselves in a professional manner that is clean, neat, and well-groomed.

A. Hairstyle

1. Members' hairstyles shall be maintained as to not hinder the safety of the officer nor compromise the ability to perform the requirements and duties as an officer of the Department.
2. It is the Department's desire to promote respect, diversity, and inclusion by allowing officers to have hairstyles that represent their faith and culture while on duty.
3. In compliance with SB 188, the Department will not discriminate based on a person's hairstyle. Personal hairstyle standards shall not prohibit hairstyles associated with race including, but not limited to, hair texture and protective hairstyles. (Protective hairstyles include, but are not limited to braids, locks, and twists).
4. When required, hairstyles must allow for the proper wearing of a Department issued service cap, ball cap and/or authorized protective headgear.

B. Facial Hair

1. Facial hair shall be neatly maintained.
2. Members shall not have beards or other facial hair which negates the effectiveness of personal protective equipment that a member must utilize (i.e., respirator).

C. Fingernails - shall be a length which does not interfere with the performance of duties.

D. Jewelry - Members are permitted to wear earrings that conform to the following standards while in uniform:

1. Earrings must be screw-on, clip-on, or post-type earrings.
2. Earring must be fit snugly against the ear.
3. Facial piercings must fit snugly against the face and not hinder the safety of an officer.

E. Body Art and Tattoos

1. Tattoos are permitted that do not depict images that are sexist, racist, indecent, or extremist in nature.
2. Facial tattoos are prohibited with exception of permanent cosmetic tattooing.

F. Inspections

All members are subject to bi-monthly formal inspections and daily spot inspections by a supervisor to ensure they are in compliance with all applicable aspects of this policy.

Grooming standards apply to sworn uniformed members and to plainclothes members temporarily assigned to a uniformed assignment. Members assigned to SFPD plainclothes units, or multi-agency task forces that allow for facial hair and grooming standards outside these guidelines, shall conform to SFPD grooming standards when performing any duties that require wearing the SFPD uniform.

Supervisors shall ensure that sworn members conform to the Department's grooming standards and shall take corrective action if a member is not in compliance. Supervisors who fail to take action may be considered in neglect of duty.

G. Accommodations

Consideration for religious and medical accommodations or questions related to the reasonable accommodation process should be directed to the Department's Americans with Disabilities Act Coordinator.

Members should note that where a grooming standard is not specifically addressed, no restrictions apply.