



## **Personal Appearance**

### **Hairstyle Policy**

- Males – The top of the head shall be neatly groomed. Hair shall present a tapered appearance and when combed, it shall not fall over the ears, eyebrows, or touch the collar, except for the closely cut hair at the back of the neck. Sideburns shall be neatly trimmed and the base will be a clean-shaven horizontal line. Sideburns shall not extend downward beyond the middle of the earlobe and shall be of an even width (not flared). Male applicants must also be clean shaven (beards and/or mustaches are prohibited).
- Females – The hair shall be neatly groomed and will be worn in a manner so that it does not extend beyond the bottom of the uniform collar or interfere with the wearing of all Department headgear. Cosmetic use, i.e., makeup, is prohibited.

**Tattoo/Replica/Ear Plug Policy** - The following policy shall apply to those individuals as a condition of employment with the Pennsylvania State Police and will remain as a condition of employment throughout their career.

Applicants, upon appointment, shall have no tattoos or brandings which would be visible to the public when wearing the Department-issued long-sleeved uniform shirt. Visible areas include the hands, neck, and facial areas. Tattoos are not permitted to be visible below the wrist line or above the neckline at any time. Ear plugs shall be removed with the ear repaired upon appointment. Appointment is conditioned upon compliance with this policy.

A review by the training staff shall take place on the first day of appointment. Any applicant who, upon appointment, has visible tattoos/brandings when wearing the Department-issued long-sleeved shirt, or whose ear lobes remain altered from the removal of ear plugs, shall be immediately released from the training site. Any applicant released from training for noncompliance with this policy will not be officially appointed and, therefore, will not be considered to have been employed by the Pennsylvania State Police.

Any applicant released from training for noncompliance with this policy will be provided with a minimum three-month period in which to have the tattoo removed or ear repaired. Applicants will then be offered appointment to the next available Cadet class. Should the tattoo remain visible, or the ear not be repaired, the applicant will be disqualified and, again, will not have been considered to have been employed by the Pennsylvania State Police. In order to receive consideration for employment in the future, the applicant must reapply to participate in the qualifying examination process.

**There are no exceptions or waivers to this policy. Tattoo coverings and/or make-up to cover tattoos are not permissible.**