



AC13

## PERSONAL APPEARANCE

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Effective Date: 01 January 1996  
Revised Date: 09 December 2014  
Revised Date: 11 October 2018  
Revised Date: 16 March 2023

### POLICY

1. The professional appearance of Delta Police Department (“Department”) employees impacts public confidence, community support and thereby also officer safety.
2. Employees on duty shall wear the uniform issued for their position or, where no uniform is required, appropriate business attire or attire consistent with the nature of the work performed, and shall maintain their personal appearance and deportment so as to foster the professional image of the Department.
3. Exceptions to policy may be authorized at the discretion of the Chief Constable.

### REASON FOR POLICY

4. To provide dress and personal appearance standards for employees, thereby ensuring their professional appearance and projecting a professional image of the Department, as well as supporting employee safety and enhancing the public’s confidence in the Department.

### RELATED POLICY

AF80 – Uniforms, Insignia and Identification

### DEFINITIONS

5. For the purpose of this policy, the following definition will apply:

**Business attire:** professional and appropriate clothing for the workplace, subject to the employee’s duties or position.



Examples of appropriate clothing include:

- suits;
- dresses;
- jackets/blazers;
- dress shirts;
- dress pants/slacks;
- skirts;
- blouses;
- sweaters;
- casual dress pants/khakis/cords;
- dress boots, sandals, or shoes.

## **PROCEDURES**

### **Responsibilities**

6. Employees shall dress in business attire, issued uniforms, or specialized attire necessary for the nature of their work, that is clean and undamaged, and their appearance shall comply with further Procedures below.
7. Supervisors shall discuss any concerns about attire or appearance with the employee, and if not rectified, report the same through the chain of command, as necessary.

### **Hair**

8. Members must maintain their facial hair in a manner allowing effective and proper respirator use, with facial hair requirements dictated by a recognized religion to be accommodated, if feasible.
9. All employees shall maintain their hair and facial hair in a tidy, clean, and neatly styled manner (except where operational need warrants an alternative image).
10. Employees' hair shall not impair their vision, and members with long hair shall tie it up with consideration to best limit a 'grab' hazard.

### **Tattoos**

11. Employees shall not display face or large neck tattoos.



12. Employees shall not make visible any tattoo, permanent or temporary, while on-duty, on Department premises, or representing the Department in an official capacity, that may be deemed unprofessional or offensive, due to its graphic or text:
- a) depicting nudity or violence, sexually explicit or vulgar art, words, phrases or profane language;
  - b) being subject to possible interpretation as criminal or gang affiliation; and
  - c) contravening any section of the B.C. Humans Rights Code.

**Jewelry**

13. Uniformed members shall ensure jewelry does not impede their operational duties or pose a risk of injury to themselves, another member, or the public.

**Sunglasses**

14. Members shall only wear neutral-coloured (i.e., blacks, whites, browns, greys) framed sunglasses and may not have mirrored lenses.

**Religious & Cultural Accoutrements**

15. Items or headwear pertaining to a recognized religion or culture, of which an employee is an adherent, may be worn or carried, except if the item or headwear may present a possible danger to the employee, another employee, or the public.