



DP40

**UNIFORMS, INSIGNIA
& IDENTIFICATION**

DP40

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POLICY

1. Uniform dress of all members must be of a pattern authorized by the Delta Police Board (Board), consistent with the Police (Uniforms) Regulations pursuant to the *Police Act*.
2. While on duty, sworn members must only wear issued uniform and equipment unless otherwise authorized by the Chief Constable.
3. All employees and volunteers will carry and use Delta Police Department (Department) identification, badges, and business cards of a design approved by the Board.

REASON FOR POLICY

4. To provide direction on the appropriate uniform dress, identification and method of displaying medals and insignia.



RELATED POLICIES

- DM41 – Funerals & Ceremonies
- DP31 – Operational Communications Equipment & Use
- DP50 – Personal Protective Equipment
- DP51 – Weapons Issuance & Management
- DP52 – Body Worn Cameras
- EC20 – Personal Appearance
- EM31 – Employee Retirement, Resignation & Termination
- EM41 – Orders, Decorations, Medals, & Awards

PROCEDURES

Uniforms (Clothing & Equipment)

5. Employees and volunteers may only wear and carry Department-issued uniform items (clothing and equipment) while on duty and in accordance with this Policy, unless otherwise authorized by the Chief Constable.
6. Employees and volunteers shall:
 - a) not alter or adapt uniform items from their original condition (except as to fit or sizing);
 - b) make a request to their supervisor if they require the re-issue, replacement, repair, or alteration of any uniform item, and the Inspector i/c Human Resources if the item is above \$500;
 - c) prior to receiving new or replacement equipment, return the previously issued equipment to the Quartermaster;
 - d) adhere to weapons carry requirements, as outlined in Policy DP51 – *Weapons Issuance and Management*;
 - e) wear plainclothes or cover police insignia when travelling in their personal vehicle;
 - f) if assigned to plainclothes duties, maintain their last issue of uniform items in serviceable condition and ready to wear; and
 - g) not provide, sell, or make available any uniform items to anyone outside the Department for any purposes.



7. The Quartermaster is responsible for:
 - a) the inventory and tracking of all uniform items, including the make, model, and SN, where applicable;
 - b) ensuring previously issued equipment are returned prior to providing a member with new equipment; and
 - c) securely discarding or disposing of uniform items that are no longer serviceable or expired, and removing all buttons, insignia, and means of police or personal identification prior to doing so.

Police Identification, Badge & Business Card

8. All members on duty, whether in uniform or not, will carry their issued photo identification card and pocket badge.
9. All members in uniform shall wear an issued tag, with their name or personnel identification number, clearly visible on their upper right side chest.
10. Members will only use business cards of a design approved by the Chief Constable and issued by the Quartermaster.

Rank Insignia

11. Insignia of rank shall be worn in accordance with provincial regulations.
12. Members acting in a rank higher than their own will wear insignia of rank in a manner approved by the Chief Constable.

Uniforms – Regular

13. All members of the Department will maintain within the police building and in proper order and fit at least one set of uniform, including:
 - a) issued boots or shoes;
 - b) shirt;
 - c) trousers;
 - d) jacket and cap; and
 - e) their operational kit, including:



- i) belt(s),
- ii) holster,
- iii) firearm,
- iv) handcuffs,
- v) radio pouch,
- vi) body armour and its carrier,
- vii) first aid kit, and
- viii) any other issued equipment necessary or appropriate for the patrol function.

14. The following shall be worn with each specified uniform class:

a) Class A (Administration):

- i) forage cap,
- ii) polished boots or shoes,
- iii) Rank or Appointment epaulette slip-ons,
- iv) uniform shirt, and
- v) approved undress ribbons/commendations (optional),

Commissioned Officers:

- i) white shirt with colour shoulder flash and dark blue pants with black maple leaf stripe, or
- ii) dark blue shirt with colour shoulder flash and dark blue pants;

Non-Commissioned Officers:

- i) dark blue shirt with colour shoulder flash, and
- ii) dark blue cargo pants;

b) Class B (Operational, Patrol):



- i) soft body armour in an internal or external carrier,
 - ii) dark blue uniform shirt with colour shoulder flash,
 - iii) dark blue cargo pants,
 - iv) black suitable footwear,
 - v) belt with all suitable force options, and
 - vi) approved undress ribbons and commendations (optional);
and
- c) Class C (Special Duty):
- i) as issued and authorized by the seconded agency, or
 - ii) if not issued a specific uniform:
 - a. dark blue cargo pants;
 - b. dark blue shirt with subdued shoulder flashes; and
 - c. black, suitable footwear.
15. Employees wearing uniforms shall not wear undergarments that extend or are visible from the arms of a shirt or the leg of pants, and only wear undergarment t-shirts that are black or blue and do not extend past the top of the collared shirt.

External Vest Carriers & Duty Belts

16. External vest carriers shall only be used for:
- a) carrying a body-worn camera mount;
 - b) carrying a radio pouch;
 - c) carrying a first aid kit, to be affixed so as to not interfere with access to weapons or the donning of hard body armour;
 - d) storage of operational items (e.g., flashlight, notebooks, pens, phone, handcuff key, naloxone, audio recorder, door wedge), and items (excluding flashlight) shall be concealed in the cargo pockets as far as possible; and



- e) if assigned to plainclothes units and wearing a duty belt is not practicable, a CEW holster, magazine pouch, or other operational items to be used.
17. Duty belts shall only be used to hold Department-issued equipment, specific to the duty belt.

Uniforms – Plainclothes

18. For plainclothes duty, employees and volunteers shall wear appropriate attire, either formal or business casual, depending on their work duties. (Refer to Policy EC20 – *Personal Appearance*)

Uniforms – Dress

19. Members shall be issued a dress uniform, and accompanying insignia shall be placed as directed by the Chief Constable.
20. Dress uniforms are subject to inspection by the Ceremonial Sergeant Major and any member of the Department Executive, and members failing to adhere to requirements may not be allowed to participate in the Department function.
21. Members may wear service stars, one for each five (5) years of service, on the upper left sleeve of the dress uniform.
22. When a sworn member has been awarded the Police Exemplary Service medal, the service stars may continue to be worn.
23. Ceremonial uniforms shall include:
- a) full dress uniform;
 - b) forage cap;
 - c) approved medals, commendations, or decorations;
 - d) white gloves;
 - e) Sam Browne belt and cross strap, with issued sidearm (Ceremonial Unit members only); and
 - f) gold or silver lanyard (Executive and Ceremonial Unit members only).



24. Stripped uniforms shall include:
 - a) dress uniform;
 - b) forage cap;
 - c) approved medals, commendations, and decorations; and
 - d) blue belt.

25. When attending special events where a dress uniform is not required (e.g., formal dinner), commissioned officers may wear:
 - a) administrative tunic;
 - b) dark blue pants with black maple leaf stripe;
 - c) white shirt with a black tie;
 - d) polished boots or shoes; and
 - e) approved medal colour bars, commendations, and decorations, as appropriate.

Headwear

26. Employees may only wear Department-issued headwear while on-duty, including forage caps, ballcaps, and toques, with the crest facing directly forward, and the brim horizontal and curved only as manufactured.
27. Headwear shall not be worn when it may be an operational encumbrance or when inappropriate to the circumstance (e.g., courtroom, place of worship, next of kin notification).
28. Headwear pertaining to a recognized religion or culture, of which an employee is an adherent, may be worn, except if the headwear may present a possible danger to the employee, another employee, or the public.

Footwear

29. Uniformed employees may only wear issued footwear, unless otherwise approved by the Inspector, Human Resources.
30. Members requesting permission to wear other footwear shall, at their own expense, obtain from an orthopedist, certification of the necessity of wearing



non-issue footwear, and if correctional footwear is required and is not supplied through WorkSafe B.C., the member shall assume all costs over and above the amount expended annually by the Department.

Shoulder Flashes & Uniform Additions

31. Only Department-issued pins, patches, flashes, or any addition to the uniform, may be worn, unless authorized by the Chief Constable.
32. For funerals, members may wear a memorial ribbon when officially attending civil, police, or military funerals, or in ceremonial services related to a funeral.
33. A poppy may be affixed to a uniform or other attire using a straight pin or Canadian flag pin from the last Friday of October until the end of November 11th.
34. The following issued shoulder flashes may be worn on work uniforms for the duration of the specified dates and times:



CANADA DAY - as a display of patriotism. May be worn on duty from June 30th 1800hrs until 0600hrs July 2nd.



REMEMBRANCE DAY - to honour our veterans. May be worn on duty from November 10th 1800hrs until 0600hrs November 12th.



POLICE OFFICER MEMORIAL - to honour fallen members. May be worn on duty from:

- April 7th 1800hrs until 0600hrs April 9th (in honour of Cst. Mark Nieuwenhuis);
- September 25th 1800hrs until 0600hrs September 27th (for Police Officers' National Memorial Day);
- November 1st 1800hrs until 0600hrs November 3rd (in honour of S/Sgt. Ron McKay); and
- following the death of a member for a period specified by the Chief Constable in addition to a purchased ribbon.



PINK SHIRT DAY - as a display of unity against bullying. May be worn on duty from February 23rd 1800hrs until 0600hrs February 25th.



PRIDE - as a display of solidarity with the LGBTQ2+ community. May be worn on duty for the day of the annual Delta Pride Picnic and Vancouver Pride Weekend (dates TBC annually), and during the month of June for Pride Month.



ORANGE SHIRT DAY – as a display of unity with surviving families of residential schools. May be worn on duty from September 29th 1800hrs until 0600hrs October 1st.

*Revised Dates:
17 December 2012
20 June 2013
06 May 2016
21 March 2023