



**EC20**

**PERSONAL APPEARANCE**

**EC20**

Effective Date: 01 January 1996  
Last Reviewed/Revised Date: 17 June 2026\*

**Contents**

POLICY..... 1

REASON FOR POLICY ..... 1

DEFINITIONS .....2

PROCEDURES.....2

    Responsibilities .....2

    Hair.....3

    Tattoos .....3

    Jewelry .....3

    Sunglasses.....3

    Religious & Cultural Accoutrements .....3

**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.

**EC20**

**Personal Appearance**

**EC20**



## DEFINITIONS

5. For the purposes 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; and
- 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 (refer to Policy DP40 – *Uniforms, Insignia & Identification*).
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.
8. Employees in uniform are expected to refrain from smoking or chewing tobacco within public view, and smoking or chewing tobacco is prohibited in any Department vehicle, building or facility.
9. Employees shall not attend any licensed premise or any store selling alcohol or cannabis for the purpose of purchasing alcohol or cannabis while in uniform.



**Hair**

10. 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.
11. 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).
12. 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**

13. Employees shall not display face or large neck tattoos.
14. 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**

15. 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**

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

**Religious & Cultural Accoutrements**

17. 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



## Delta Police Department Policy

---

headwear may present a possible danger to the employee, another employee, or the public.

\*Revised Dates:  
01 May 2008  
16 March 2012  
05 February 2013  
16 December 2014  
14 December 2018  
21 March 2023