




Memorandum

To: All Personnel
From: Mike Reynolds, Chief of Police 
Date: September 30, 2020
Ref: 41.3.5 Grooming and Uniform Requirements Directive

Effective immediately, the tattoo requirements in Fayetteville Police Department (FPD) policy 41.3.5 (Grooming and Uniform Requirements) have been changed. All personnel are directed to adhere to the updated information on displaying tattoos while on-duty.

Non-sworn employees of the FPD shall not display tattoos, brands and intentional scarring on their neck or head during their work hours. If a non-sworn employee has tattoos, brands, and intentional scarring on their neck or head, it must be covered by hair, skin-tone, black, or blue patch or by other discreet methods.

Non-sworn employees of the FPD can display authorized tattoos on their body in places other than their neck or head. Non-sworn employees must submit a FPD Tattoo Disclosure Form and a Tattoo Approval Form to their assistant division manager or division manager if there is no assistant manager in the division. The assistant division manager will forward the forms, along with their recommendation, through the chain-of-command. The Chief of Police or his/her designee will collaborate with the chain-of-command, and the Chief of Police or his/her designee will have the final authority on any decision regarding the appropriateness of any tattoos, brands, and intentional scarring.

Approved tattoos cannot be considered lewd, crude, racist, sexist, violent, display unacceptable attitudes towards men, women, minority groups or any other section of the community; or alignment with a particular group which could give offense to members of the community.

Sworn employees of the FPD are prohibited from having tattoos, brands and intentional scarring on their neck, head or below the wrist. Sworn employees in uniform or non-uniform assignments are prohibited from displaying tattoos, brands, and intentional scarring on their legs or any other part of the body other than their arms. Any current officer in a uniform or non-

uniform assignment that has a tattoo on their arm that is not approved to be displayed shall have the following options:

- 1) Wear the standard uniform with a long-sleeved shirt or appropriate clothing,
- 2) Cover the tattoo or brand with a skin-tone, blue or black patch. A skin-tone, blue or black patch shall not be an option to cover a tattoo or brand on the officer's leg(s),
- 3) Have the tattoo removed at the officer's expense.

Sworn employees in uniform and non-uniform assignments can display authorized tattoos, brands and intentional scarring on their arms, above the wrist and below the shirt sleeve, while on-duty or while representing the department in any other manner.

Sworn employees must submit a FPD Tattoo Disclosure Form and a Tattoo Approval Request Form to their lieutenant. The lieutenant will forward the forms, along with their recommendation, through the chain-of-command. The Chief of Police or his/her designee will collaborate with the chain-of-command, and Chief of Police or his/her designee will have the final authority on any decision regarding the appropriateness of any tattoos, brands, and intentional scarring.

Approved tattoos, brands and intentional scarring cannot be considered lewd, crude, racist, sexist, violent, display unacceptable attitudes towards men, women, minority groups or any other section of the community; or alignment with a particular group which could give offense to members of the community.

All tattoos, brands and intentional scarring that were approved during the trial period will remain approved by this directive. All employees are encouraged to seek approval of the appropriateness of a tattoo, brand, and intentional scarring prior to the marking process if they intend on displaying it while on-duty.