



SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



430.02 BODY MARKINGS 2-21-20

PURPOSE

The purpose of this order is to establish standards for Department employees having visible brandings and tattoos.

POLICY

It shall be the policy of the Sacramento Police Department to allow visible brandings and tattoos by on duty employees.

PROCEDURE

A. DEFINITIONS

1. BODY MARKINGS – Tattoos, brandings, scarifications, or intentional disfigurements.
2. TATTOO – Marking of the skin with indelible designs, forms, figures, art, etc., by making punctures in the skin and inserting pigment.
3. BRANDING – Intentional burning of the skin for the purpose of creating a design, form, figure, or art.
4. SCARIFICATION – Intentional cutting of the skin for the purpose of creating a design, form, figure, or art.
5. INTENTIONAL DISFIGUREMENT – The intentional disfigurement or mutilation of the body. Examples include, but are not limited to, split or forked tongues, foreign objects inserted under the skin, or holes in the ear larger than those caused by normal piercing.
6. COSMETIC TATTOOS – A cosmetic technique that employs tattoos as a means of producing designs that resemble makeup, such as eyeliner, eyebrow darkening, and other permanent coloration of the skin of the face, lips, and eyelids. Cosmetic tattoos shall not be considered tattoos for the purposes of this policy so long as they would not constitute a violation of any other Department policy if they had been applied using a temporary technique such as conventional makeup.
7. MEDICAL TATTOOS – A tattoo applied for medical purposes. (i.e., as a warning that the patient suffers from a chronic disease or as a “marker” to aid in medical personnel in performing a medical procedure.)

B. GENERAL

Employees may display tattoos and/or brandings in the workplace, however, they are prohibited from displaying tattoos and/or brandings on the face, neck, or hands (an exception is reserved for single finger ring tattoos which must not extend beyond where a ring would normally rest on the finger, between the lowest knuckle and the hand. Ring tattoos must be a band-style around the finger and no greater than ¼” in width). Scarification and intentional disfigurement are prohibited. Permanent cosmetic tattoos and medical tattoos are exempt from this policy.

1. Employees shall not display tattoos and/or brandings that are inappropriate. Inappropriate tattoos and/or brandings may include, but are not limited to, those that exhibit or advocate discrimination towards gender, race, religion, sexual orientation, ethnicity or national origin; gang affiliation, supremacist or extremist group affiliation; drug use; nudity, sexually explicit acts; or other obscene material.
2. Employees who display a tattoo and/or branding that is viewed as inappropriate by a manager, supervisor, or co-worker must conceal the tattoo. The employee may appeal the decision by submitting a memo, along with a photo of the tattoo in question to the Uniform Committee Chair. The final authority, if a tattoo and/or branding is inappropriate, rests with the Chief of



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Police or designee.

3. Tattoos viewed as inappropriate shall be concealed by wearing a long sleeve uniform shirt or dark navy colored neoprene sleeve. Employees shall have discretion as to how tattoos and/or brandings are covered provided no other policy is violated in doing so.
4. Exemptions or modifications to this policy must be approved by the Chief of Police.

C. REVIEW PROCESS

1. A tattoo and/or branding that is considered inappropriate by a manager, supervisor or co-worker shall be brought to the attention of the employee's immediate supervisor.
2. Upon the determination of the immediate supervisor, the employee shall be directed to cover up the tattoo and/or branding in question until the appeal process is completed.
3. Should the employee contest the determination of the immediate supervisor, the employee shall submit a memo, including a photograph of the tattoo in question through their chain of command to the Uniform Committee Chair.
4. The Uniform Committee will review the tattoo and/or branding in question and determine if it is in compliance with this General Order.
5. If the Uniform Committee finds the tattoo and/or branding to be out of policy, the employee may further appeal to the Chief of Police or designee who shall have final authority as to determining the appropriateness of tattoos and brandings.