



**CITY OF EAST PALO ALTO
POLICE DEPARTMENT**

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**Police Department to Publish Operating Policies Online
“No Visible Tattoo Policy First on Website”**

July 27 – Effective August 1, 2007, the East Palo Alto Police Department will publish its operating policies online for public view and access.

By providing unfettered access to policies that govern officers’ actions, the Department will enhance its professionalism and be more open, accessible and accountable to the community.

“I believe this information will assist the community to better evaluate the Department, understand the legal actions of officers, and identify actions that are not in accordance with established policies”, according to Chief Davis.

The Department will start the program by posting a new policy that prohibits officers from visibly displaying tattoos and body art while in uniform. Future postings include a policy that governs the Department’s acceptance, processing and investigation of citizen complaints, and a policy that prohibits racial profiling and requires data collection for all stops made by officers.

The Department recently had all of its policies reviewed and updated by a legal expert. These policies are under final review by the Chief of Police and will be posted on the website after they have been finalized and published.

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CITY OF EAST PALO ALTO	
POLICE DEPARTMENT POLICIES AND PROCEDURES	Policy Number: No. of Pages: 2 Effective Date: 1 Aug 07 Date Revised: N/A
Chapter:	
Subject: Tattoos and Body Art Prohibition for Employees	
Supersedes:	
Signature of Issuing Authority: Chief Ronald L. Davis	

Body Art and Tattoo Prohibition for Employees

It is the policy of the East Palo Alto Police Department that all uniformed employees and explorers maintain the highest standards of professional appearance when interacting with the public and representing the Department

I. CORE VALUES

Maintaining a professional appearance is critically important to fostering public trust and confidence in law enforcement, and to exceeding the standards of the profession. This order incorporates the Department's core values of Service, Teamwork, Respect, Integrity, Vision, and Excellence (STRIVE).

II. GENERAL POLICY

- A. All uniformed employees and explorers are prohibited from displaying any body art, tattoo(s), intentional scarring, mutilation, or dental ornamentation while on duty or representing the department in any official capacity.
- B. Any currently employed uniformed employee and explorer with existing body art, tattoo(s), intentional scarring, or mutilation that is visible shall have the following options:
 - 1. Uniformed employee shall cover existing body art, tattoo(s), intentional scarring, or mutilation by wearing the long-sleeve shirt and/or uniform pants/breeches.
 - 2. Cover the existing body art, tattoo(s), intentional scarring, or mutilation with a skin tone patch or make-up.
 - 3. Have the tattoo(s) or brand(s) removed at the employee's expense.
- C. Body art, tattoo(s), brand(s), intentional scarring, and/or mutilation that is not able to be covered or concealed is prohibited. This includes, but is not limited to; foreign

objects inserted under the skin, pierced, split or forked tongue, and/or stretched out holes in the ears.

- D. Uniformed employees and explorers shall not have any dental ornamentation. The use of gold, platinum, silver, or other veneer caps for the purposes of ornamentation are prohibited. Teeth, whether natural, capped, or veneered, shall not be ornamented with designs, jewels, initials, etc.

By order of

Ronald L. Davis
Chief of Police