



Personal Appearance

Hairstyle Policy

- *Males* – The top of the head shall be neatly groomed. Hair shall present a tapered appearance and when combed, it shall not fall over the ears, eyebrows, or touch the collar, except for the closely cut hair at the back of the neck. Sideburns shall be neatly trimmed, and the base will be a clean-shaven horizontal line. Sideburns shall not extend downward beyond the middle of the earlobe and shall be of an even width (not flared). Male applicants must also be clean-shaven (beards and/or mustaches are prohibited).
- *Females* – The hair shall be neatly groomed and will be worn in a manner so that it does not extend beyond the bottom of the uniform collar or interfere with the wearing of all Department headgear. Cosmetic use, i.e., makeup, is prohibited.

Tattoo/Replica/Ear Plug Policy - The following policy shall apply to those individuals as a condition of employment with the Pennsylvania State Police (PSP) and will remain as a condition of employment throughout their career. Applicants, upon appointment, shall have no tattoos or brandings which would be visible to the public when wearing the Department-issued long-sleeved uniform shirt. Visible areas include the hands, neck, and facial areas. Tattoos are not permitted to be visible below the wrist line or above the neckline at any time. Ear plugs shall be removed with the ear repaired upon appointment. Appointment is conditioned upon compliance with this policy.

Liquor Enforcement Officer Trainee (LEOT) applicants may be permitted to have tattoos/brandings that are not visible above the neckline or below the wrist line, provided the tattoos/brandings are not objectionable or demeaning to the image of the Pennsylvania State Police (PSP). The phrase “objectionable or demeaning” with respect to tattoos/brandings shall include:

- (1) Any tattoo(s)/branding(s) depicting words, pictures, or symbols which can be interpreted to advocate, promote, or support racial, gender, or ethnic hatred or intolerance. It shall also include any tattoo(s)/branding(s) that can be interpreted to advocate, promote, or support discrimination towards any race, ethnicity, national origin, gender, religion, or sexual orientation.
- (2) Any tattoo(s)/branding(s) affiliated with, depicting, or symbolizing extremist philosophies, organizations, or activities. Extremist philosophies, organizations, and activities are those which can be interpreted to advocate, promote, or support hatred and/or violence towards any person or group of persons based on race, ethnicity, national origin, gender, religion, or sexual orientation.

- (3) Any tattoo(s)/branding(s) that can be interpreted as grossly indecent, lewd, or sexual, insofar that it shocks the moral sense because of its crude, vulgar, and/or disgusting nature.
- (4) Any tattoo(s)/branding(s) that can be interpreted to advocate, promote, or support degrading, demeaning, and/or insulting any person or group of persons based on race, ethnicity, national origin, or gender.
- (5) Any tattoo(s)/branding(s) which would be deemed detrimental to the mission and function of the PSP.

NOTE: Cosmetic tattoos that are visible above the neckline or below the wrist line which are not objectionable or demeaning to the image of the PSP, as defined herein, will be considered on a case-by-case basis.

(Applicants processed for appointment as a LEOT, will be required to provide their assigned background investigator photographs of all tattoos/brandings located on the arms, hands, neck, head, face, torso, legs, feet, and/or any other area of the body that could otherwise be visible to the public, particularly during any exercise activity, including, but not limited to, biking, running, or swimming. The photographs shall not show or depict any portion of the exposed male or female genitalia, buttocks, or female breasts.)

A review by the training staff shall take place on the first day of appointment. Any applicant who, upon appointment, has visible tattoos/brandings when wearing the Department-issued long-sleeved shirt, any tattoos/brandings that are determined to be objectionable, or whose ear lobes remain altered from the removal of ear plugs, shall be immediately released from the training site.

Any applicant released from training for noncompliance with this policy will not be officially appointed and, therefore, will not be considered to have been employed by the PSP. Any applicant released from training for noncompliance with this policy will be provided with a minimum three-month period in which to have the tattoo removed or ear repaired. Applicants will then be offered appointment to the next available LEOT class. Should the tattoo remain visible, or the ear not be repaired, the applicant will be disqualified and, again, will not have been considered to have been employed by the PSP. In order to receive consideration for employment in the future, the applicant must reapply to participate in the qualifying examination process.

There are no exceptions or waivers to this policy. Tattoo coverings and/or make-up to cover tattoos are not permissible.