



The Police Commission

CITY AND COUNTY OF SAN FRANCISCO

December 19, 2022

Chief William Scott
Chief of Police

Dear Chief Scott:

At the meeting of the Police Commission on Wednesday, December 14, 2022, the following resolution was adopted:

RESOLUTION 22-160

APPROVAL OF REVISED DEPARTMENT GENERAL ORDER 11.08, "GROOMING STANDARDS," FOR MEET-AND-CONFER WITH THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

RESOLVED, that the Police Commission hereby approves revised Department General Order 11.08, "Grooming Standards," for meeting and conferring with the San Francisco Police Officers Association as required by law.

AYES: Commissioners Walker, Benedicto, Yanez, Yee, Vice President
Carter-Oberstone, President Elias

NAYS: Commissioner Byrne

Very truly yours,

Sergeant Stacy Youngblood
Secretary
San Francisco Police Commission

CINDY ELIAS
President

MAX CARTER-OBERSTONE
Vice President

LARRY YEE
Commissioner

JAMES BYRNE
Commissioner

JESUS YANEZ
Commissioner

KEVIN BENEDICTO
Commissioner

DEBRA WALKER
Commissioner

Sergeant Stacy Youngblood
Secretary

1211/ks

cc: Deputy City Attorney Cabrera
Director L. Preston/SFPD Labor Relations
Captain D. Toomer/PSPP
Lieutenant E. Altorfer/PSPP
Isabelle Choy/SFPD Labor Relations

Grooming Standards

11.08.01 PURPOSE

Sworn members of the San Francisco Police Department are among the most highly visible representatives of the City and County of San Francisco. The purpose of this policy is to establish grooming standards for sworn uniformed members, hereinafter known as members. While on duty members shall present themselves in a professional manner that is clean, neat, and well-groomed.

A. Hairstyle

1. Members' hairstyles shall be maintained as to not hinder the safety of the officer nor compromise the ability to perform the requirements and duties as an officer of the Department.
2. It is the Department's desire to promote respect, diversity, and inclusion by allowing officers to have hairstyles that represent their faith and culture while on duty.
3. In compliance with SB 188, the Department will not discriminate based on a person's hairstyle. Personal hairstyle standards shall not prohibit hairstyles associated with race including, but not limited to, hair texture and protective hairstyles. (Protective hairstyles include, but are not limited to braids, locks, and twists).
4. When required, hairstyles must allow for the proper wearing of a Department issued service cap, ball cap and/or authorized protective headgear.

B. Facial Hair

1. Facial hair shall be neatly maintained.
2. Members shall not have beards or other facial hair which negates the effectiveness of personal protective equipment that a member must utilize (i.e., respirator).

C. Fingernails - shall be a length which does not interfere with the performance of duties.

D. Jewelry - Members are permitted to wear earrings that conform to the following standards while in uniform:

1. Earrings must be screw-on, clip-on, or post-type earrings.
2. Earring must be fit snugly against the ear.
3. Facial piercings must fit snugly against the face and not hinder the safety of an officer.

E. Body Art and Tattoos

1. Tattoos are permitted that do not depict images that are sexist, racist, indecent, or extremist in nature.
2. Facial tattoos are prohibited with exception of permanent cosmetic tattooing.

F. Inspections

All members are subject to bi-monthly formal inspections and daily spot inspections by a supervisor to ensure they are in compliance with all applicable aspects of this policy.

Grooming standards apply to sworn uniformed members and to plainclothes members temporarily assigned to a uniformed assignment. Members assigned to SFPD plainclothes units, or multi-agency task forces that allow for facial hair and grooming standards outside these guidelines, shall conform to SFPD grooming standards when performing any duties that require wearing the SFPD uniform.

Supervisors shall ensure that sworn members conform to the Department's grooming standards and shall take corrective action if a member is not in compliance. Supervisors who fail to take action may be considered in neglect of duty.

G. Accommodations

Consideration for religious and medical accommodations should be directed to the Department's Americans with Disabilities Act Coordinator with question related to reasonable accommodation process.

Members should note that where a grooming standard is not specifically addressed, no restrictions apply.

Grooming Standards

11.08.01 PURPOSE

Sworn members of the San Francisco Police Department

08/10/94

GROOMING STANDARDS

This order establishes are among the most highly visible representatives of the City and County of San Francisco. The purpose of this policy regarding is to establish grooming, including standards for hair length for male and female officers sworn uniformed members, hereinafter known as members. While on duty members shall present themselves in a professional manner that is clean, neat, and well-groomed.

I. POLICY

A. MALE OFFICERS

1. Male officers shall be clean shaven with sideburns neatly trimmed when reporting for duty. Mustaches may be worn, but shall not extend more than one quarter (1/4) inch beyond the corners of the mouth or below a line horizontal with the corners of the mouth more than one quarter (1/4) inch. Sideburns must be neatly trimmed and not exceed one (1) inch in width or extend below the bottom of the ear lobe and shall end with a clean shaven horizontal line.
2. Hair shall be neat, clean, trimmed and present a groomed appearance; hair shall not touch the collar except for the closely cut hair at the back of the neck. Side hair shall be trimmed to conform to the contour of head. Moderate "Afro" type haircuts are permitted if they qualify within the limits described above. Beards, goatees, or other facial hair shall not be permitted.

B. FEMALE OFFICERS

1. Female officers' hair shall be clean, trimmed and present a groomed appearance. While in uniform, hair shall be worn so that it does not extend below the bottom of the collar. Hair styles that prevent the wearing of the uniform cap in the acceptable manner are not permitted. No decoration shall be worn in the hair.

C WEARING OF JEWELRY AND ORNAMENTS. See DGO 10.02, Equipment.

A. _____ Hairstyle

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11.08

Rev. 11/15/22

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