



Sheriff David P. Decatur

# Tattoo Policy



Individuals undergoing the hiring process who possess tattoos visible beyond the clothing line will be evaluated to determine if the tattoo is prohibited.

## A. Prohibited Tattoos:

- Depiction of intolerance or discrimination against any race, religion, gender or national origin
- Sexually explicit or vulgar art, words, phrases or profane language
- Symbols likely to incite a strong reaction in the workplace (i.e. swastikas or similar symbols)
- Initials, acronyms or numbers that represent criminal or historically oppressive organizations (i.e. street gang names, numbers and/or symbols)
- Tattoos that distract from the mission of the Sheriff's Office
- If a tattoo is deemed to be prohibited, the applicant will be disqualified.

## B. Tattoo Placement:

- Tattoos on the hands, face, scalp and neck above the top of the collar are prohibited for all employees (a single tattoo band on the ring finger of either hand is the only exception to the hand tattoo policy).

C. Criteria used to determine the suitability of visible tattoos while wearing the Class B or Class G uniform are as follows:

### Allowable Tattoos:

- Bands that are no greater than 3 inches visible or the width of the employees four fingers extended and joined, whichever is greater.
- Single or collection of tattoos that are completely covered with the width of the employee's hand with fingers extended and joined with the thumb flush against the side of the hand.
- Single or collection of tattoos that are larger must be covered. The Sheriff will determine if a tattoo, although acceptable in content, must be covered. Any covering of a tattoo will be done by either the use of an issued sleeve that will be black in color or by wearing a Class A uniform throughout the year.

D. Regardless of their location, tattoos that are potentially offensive to the County and/or fellow co-workers, as determined by the Sheriff, are prohibited.

E. While representing the Sheriff's Office in business casual attire, visible tattoos must adhere to the listed suitability standards.