

Note: This version of Directive 1110.00 was issued as an Executive Order on July 10, 2019 and is currently in effect. PPB will continue to seek public comments on this directive until it is finalized through the Directives Review and Development Process.

## **1110.00, Personal Appearance Standards**

*2<sup>nd</sup> Universal Review: 8/1/19 -8/31/19 (clean view)*

### **Refer:**

- DIR 210.90, Recognition and Awards
- DIR 317.40, Authorized Use of Bureau Resources
- DIR 1120.05, Clothing Allowance for Plainclothes Assignments
- DIR 1200.00, Inspections, Maintenance, Responsibility and Authority
- Uniform and Clothing Guide (Uniform Committee – Intranet)

### **Definitions:**

- Body Art: Modification of the body's appearance for the purpose of creating a design, form, figure or art. Body art includes, but is not limited to, branding, piercing, scarification, and tattoos.

### **Policy:**

1. Members will wear the appropriate clothing or uniform, be properly equipped, well-groomed and exhibit a professional appearance while performing their official duties. Professional appearance projects the image of an alert, responsive agency that takes pride in its work. Clothing and grooming will be appropriate for a business environment. Clothing, uniforms, and equipment will be selected and authorized taking into consideration safety, versatility, durability, compatibility, appearance, and tradition. Only authorized uniforms and equipment will be worn.

### **Procedure:**

1. Authorized Off-Duty Use.
  - 1.1. Off duty members will not wear a Bureau uniform, complete or in part, without prior consent of their RU manager. If authorized, the entire uniform of the day will be worn. However, the uniform may be worn to and from work if the route is direct and the member will not be involved in conducting personal business. If worn to and from work, it is permissible to wear a civilian jacket or raincoat in lieu of the uniform coat.
2. General Grooming Standards.
  - 2.1. Hair.
    - 2.1.1. Members shall keep their hair clean, neatly groomed and styled in a manner that does not interfere with their assigned duties.
    - 2.1.2. Dyeing or highlighting hair is permitted, but members' hair color must be consistent with a naturally occurring color range and must be professional in appearance. Members are prohibited from dyeing patterns or prints.
    - 2.1.3. Sworn member specifications while on duty.
      - 2.1.3.1. Sworn members shall style their hair in a manner that does not interfere with uniform headgear or any specialized equipment and will not interfere with the member's safety and effectiveness.
      - 2.1.3.2. Sworn members' hair length shall not extend beyond the top edge of their uniform collar while on duty. Sworn members with hair that exceeds collar

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length shall pull back, pin, or otherwise fasten their hair in such a way so as not to interfere with their uniform or equipment or pose a risk to the member's safety and effectiveness. Ponytails are prohibited.

## 2.2. Facial Hair.

2.2.1. Members shall keep all facial hair clean and neatly trimmed.

2.2.2. Sworn member specifications.

2.2.2.1. Sworn members are permitted to wear mustaches, goatees, and/or beards, with the following conditions:

2.2.2.1.1. Mustaches should follow the natural arch of the mouth and should not exceed the upper border of the lip or extend more than a quarter-inch horizontally beyond the corners of the mouth;

2.2.2.1.2. Goatees should not extend more than a quarter-inch below the bottom of the chin; and

2.2.2.1.3. Beards must be well-kempt and should not extend beyond a half-inch from the face.

2.2.2.2. A sworn member's sideburns should not exceed a quarter-inch below the bottom of the earlobe and should be trimmed with a clean horizontal line along the base, unless attached to a beard.

2.2.2.3. Members with facial hair shall have shaving equipment readily available at work should an emergency situation dictate immediate remove of facial hair (e.g., the need to don a gas mask during a crowd control event).

2.3. The Bureau shall consider accommodations to these grooming standards on a case by case basis. Such accommodations may be appropriate only in cases where the member demonstrates a religious or medical need for accommodation. In such instances, the member shall submit a request for an accommodation through their chain of command to the Chief.

2.4. Sworn members in plainclothes or undercover assignments shall be excused from conforming to the grooming standards set forth in this directive.

## 3. Dress Standards.

3.1. All members shall wear professional attire that is appropriate for a work environment.

3.2. Responsibility Unit (RU) Managers shall have the discretion to establish attire guidelines for professional staff in their units.

3.3. Sworn members in uniform assignments shall act in accordance with the Bureau "Uniform and Clothing Guide" with regard to uniform, equipment, or other clothing requirements.

## 4. Jewelry.

4.1. Members are permitted to wear jewelry that is professional in appearance, inoffensive and does not interfere with their assigned duties or pose a risk to the safety of others.

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- 4.2. Sworn member specifications while on duty.
  - 4.2.1. Sworn members working in a patrol capacity/field operations in a uniform capacity shall not wear more than one ring total.
    - 4.2.1.1. Rings should be worn in such a way so as not to interfere with the use of equipment or hinder the member's ability to use their hands or fingers.
  - 4.2.2. Sworn members may wear one watch, bracelet, and a necklace that is not visible.
  - 4.2.3. Sworn members may wear studs or other earrings that fit closely against the ear and do not extend below or around the earlobe. Only one earring stud per natural earlobe is allowed while on duty.
    - 4.2.3.1. Ear gauges and ear stretching plugs are prohibited.
  - 4.2.4. RU Managers or a designee may grant exceptions to the required jewelry standards when necessary for a specific assignment.
5. Body Art.
  - 5.1. Members may have or display tattoos, however, they are prohibited from displaying body art on the face or neck that cannot be easily concealed (i.e., behind the ear or the base of the neck), except for reasonable cosmetic or medical purposes.
    - 5.1.1. Members are prohibited from having tattoos on their hands with the exception of a single finger tattoo. The size of the tattoo may not exceed the length of the space between the member's lowest knuckle and hand.
  - 5.2. Members are prohibited from having or displaying body art that the Bureau deems obscene, offensive, or biased toward a legally-protected class, or otherwise discriminatory in nature.
    - 5.2.1.1. Members may submit a memo through channels to their Branch Assistant Chief to appeal a Bureau decision that forbids the member from displaying their body art. The Branch Assistant Chief shall make a final determination on the permissibility of the member's body art.
  - 5.3. Sworn members are prohibited from displaying visible body piercings other than the authorized earrings.
6. Court Appearance.
  - 6.1. Members shall adhere to the court appearance standard established by the attorney on the case.
7. Command Staff and RU Manager Responsibilities.
  - 7.1. May exempt a member from wearing the uniform for the duration of a specific assignment if civilian clothing would be more appropriate. RU managers and supervisors will ensure their members conform to the uniform and equipment requirements.
  - 7.2. Will maintain a requisition and tracking mechanism, including payment to vendors. Requests for replacement of worn or unserviceable uniforms or equipment will be

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made to the RU manager or designee. Copies of the uniform order form will be retained pending verification of the order. Careful inspection will be made for negligence or intentional misuse.

- 7.3. Inspect members to ensure all uniforms and equipment are serviceable, authorized, and that the body armor is less than five years old.
  - 7.4. Publish division Standard Operating Procedures (SOP) that defines what their members will routinely wear in the workplace.
  - 7.5. In situations where duty assignments require deviations from this directive, RU managers may authorize variances. The approval of such variances will be kept to a minimum.
  - 7.6. RU managers or their designees have the responsibility to recommend to the Chief of Police uniforms and equipment appropriate for their specific assignment and mission.
8. Assistant Chief of Services Responsibilities.
- 8.1. The Assistant Chief of Services shall:
    - 8.1.1. Recommend approval of specialty uniforms and equipment after review by the uniform committee and Chief of Police.
    - 8.1.2. Review the uniform and equipment procurement system.
    - 8.1.3. Review proposals from the Uniform Committee and forward with a recommendation to the Chief of Police.
9. Personnel Division Manager Responsibilities.
- 9.1. When notified that a member will be separating from the Bureau, the Personnel Division Manager or designee shall provide the member with a separation checklist and instruct the member to complete a notice of separation.
    - 9.1.1. The Personnel Division Manager or designee shall notify the Assistant Chief of Services if the member fails to complete the necessary checkout form(s).
  - 9.2. The Personnel Division Captain or designee shall coordinate with the Fiscal Services Division to ensure appropriate badges are available.
10. Fiscal Services Division.
- 10.1. Maintain status and assignment records to ensure policy compliance.
  - 10.2. Manage the ordering, inventory, distribution, sales, maintenance, and destruction of badges.
  - 10.3. Process payments to vendors.

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11. Training Division Captain Responsibilities.

11.1. The Training Division Captain or designee shall:

- 11.1.1. Coordinate with the Personnel Division for the initial issue of uniforms and equipment when sworn members are newly hired.
- 11.1.2. Verify the return of specified uniforms and equipment when a member separates from the Bureau.
- 11.1.3. Recommend equipment to be worn or carried by sworn members. Any disagreements regarding equipment should be referred to the Assistant Chief of Services.

Provide feedback [here](#).

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## **1110.00—~~Personal Appearance Standards~~ ~~APPEARANCE STANDARDS~~**

~~Index: Title; Grooming; Uniform and Equipment—Issuance and Replacement~~

~~2<sup>nd</sup> Universal Review: 8/1/19 – 8/31/19 (redline markup view)~~

### **Refer:**

- ~~DIR 210.90, Recognition and Awards~~
- ~~DIR 317.40-, Authorized Use of Bureau EquipmentResources~~
- ~~DIR 1120.05, Clothing Allowance for Plainclothes Assignments~~
- ~~DIR 1200.00, Inspections, Maintenance, Responsibility and Authority~~
- ~~Uniform and Clothing Guide (Uniform Committee – Intranet)~~

### **~~POLICY (1110.00)~~**

#### **~~Definitions:~~**

- ~~Body Art: Modification of the body’s appearance for the purpose of creating a design, form, figure or art. Body art includes, but is not limited to, branding, piercing, scarification, and tattoos.~~

#### **~~Policy:~~**

1. ~~Members will wear the appropriate clothing or uniform, be properly equipped, well-groomed and exhibit a professional appearance while performing their official duties. Professional appearance projects the image of an alert, responsive agency that takes pride in its work. Clothing and grooming will be appropriate for a business environment. Clothing, uniforms, and equipment will be selected and authorized taking into consideration safety, versatility, durability, compatibility, appearance, and tradition. Only authorized uniforms and equipment will be worn.~~

### **~~PROCEDURE (1110.00)~~**

#### **~~Directive Specific Definitions~~**

~~Body art: Procedures used to alter the body’s appearance including, but not limited to, branding, scarification and tattoos.~~

~~Branding: The act of burning the skin for the purpose of creating a design, form, figure or art.~~

~~Piercing: The act of creating a hole in any part of the body for the purpose of inserting an object, jewelry or ornamentation.~~

~~Scarification: The act of cutting the skin for the purpose of creating a design, form, figure or art.~~

~~Tattoo: The act of marking the skin with indelible designs, forms, figures, art, etc. by puncturing the skin and inserting pigment.~~

#### **~~General Guidelines—Wearing of the Uniform (1110.00)~~**

~~All members will wear and use only the uniforms, clothing and equipment issued by the Bureau and/or approved by the Chief of Police as described in this directive so as to support the policy described above. The uniform will be clean, neatly pressed, of proper fit and in good repair.~~

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~~This directive addresses uniforms used Bureau wide by members. All members will refer to the Portland Police Bureau Uniform and Clothing guide, updated by the Uniform Committee, for specific descriptions of uniforms, equipment and instructions. Clothing, uniform, and equipment requirements for some specialty units and divisions are not addressed in this Directive. Members will wear the prescribed uniform or civilian clothing as directed by their RU manager in division or unit SOP.~~

~~During official or special functions including, but not limited to parades, graduations, funerals, award ceremonies, formal balls and other events, the appropriate RU manager, Branch chief or Chief of Police will determine the specific uniform of the day.~~

~~Members in a uniform assignment through the rank of lieutenant will wear the full uniform unless otherwise authorized by their supervisor. Members above the rank of lieutenant in a uniform assignment are encouraged to wear the uniform.~~

### **Procedure:**

#### **1. Authorized Off-Duty Use (1110.00)**

- 1.1.** Off duty members will not wear a Bureau uniform, complete or in part, without prior consent of their RU manager. If authorized, the entire uniform of the day will be worn. However, the uniform may be worn to and from work if the route is direct and the member will not be involved in conducting personal business. If worn to and from work, it is permissible to wear a civilian jacket or raincoat in lieu of the uniform coat.

#### **Authorized Uniform/Equipment Repair, Replacement and Return (1110.00)**

~~Any unserviceable uniforms or equipment will be replaced. Only RU managers or their designee may authorize replacement of uniforms or equipment. The item to be replaced must be inspected by the person so designated by the RU manager in order to receive a purchase authorization. A purchase authorization (PPB Uniform Order form) is required from members for new uniform and equipment items. The purchase authorization must be presented to the vendor within seven days (in person, by FAX, or electronically) after it is issued. Members will sign for only those items they receive from the vendor.~~

~~Complaints about vendor service, material availability or defective items should be made by memorandum through channels to the Operations Branch chief with a copy to the Services Branch chief. The date, time and names of the affected employees, along with the recommended solutions, will be included in the memorandum.~~

#### **Fitting (1110.00)**

- a.** All weather jackets and dress jackets will be fitted with the member wearing the body armor and full duty belt.
- b.** Neck and sleeve length are to be correct for body proportions while wearing body armor. Shirt side tapering will only be altered at city expense when the body is of such proportion that

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~~excessive material causes the shirt to fit poorly. Any other tapering will be at the officer's expense.~~

~~e. Sworn female members may choose between male or female patterns. If there are tailoring problems that the uniform distributor cannot resolve, the RU manager or designee may approve additional alterations.~~

~~d. Sworn members will not accept items from a uniform vendor until all items have been tried on for condition, proper size, fit and tailoring.~~

### **Body Armor (1110.00)**

~~Members through the rank of Lieutenant wearing a uniform in a uniform patrol assignment (i.e., precincts including SROs, Traffic, Transit, TOD) will wear body armor, unless authorized by an RU manager. Body armor is not required when members are wearing the Formal Uniform, a version of the Commanding Officers Uniform, or when authorized by the RU manager.~~

~~Supervisors are responsible for designating when members in a non-uniform assignment will wear body armor. Some examples to be considered are:~~

~~a. Operations deemed hazardous by a supervisor, (i.e., DVD raid, high risk arrest, investigations at major crime scenes when a threat exists, etc.).~~

~~b. Directed by a supervisor to wear body armor.~~

~~e. Required by written directive (i.e., the range).~~

~~The Bureau recognizes that some sworn members may have physical conditions restricting their ability to wear body armor. Any member claiming a medical restriction will obtain a detailed written justification from a medical doctor that describes the physical condition and how that condition prevents the wearing of body armor. The justification will be forwarded, through channels, to the Services Branch chief for final determination. The Bureau retains the right to require an independent medical evaluation (at Bureau expense) to verify the determination that body armor cannot be worn. Such medical information will be maintained in a separate, confidential file.~~

~~The Bureau may attempt to provide an alternative assignment on a temporary basis to members with a bona fide medical restriction by giving that member an assignment that does not require wearing body armor. The Bureau will consider purchasing alternative body armor in order to address bona fide medical restrictions on a case-by-case basis.~~

~~Because body armor has a limited manufacturer's warranty, body armor shall be inspected for fit and wear each year and replaced every five years. The serial number will be added to the member's individual personnel information.~~

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~~Body armor beyond the manufacturer's warranty will be turned in to a designated member within the division/precinct for final disposition or disposal.~~

#### **Issuance/Return of Badges (1110.00)**

~~Only sworn members, honorably retired sworn members and persons designated by the Chief of Police or designee will be issued, allowed to purchase, or given a Bureau badge. Badges issued to members will be returned upon promotion, demotion, retirement, resignation, termination or at the request of a designated representative of the Chief of Police.~~

~~The Personnel Division (Personnel) will maintain an inventory that will be exchanged or loaned to members when their badges are being repaired.~~

~~Personnel will distribute one set of badges (uniform and cap) to sworn members upon employment, promotion or demotion. They will collect any issued badges from members on retirement, suspension, termination, resignation or other separation from City employment and forward to Fiscal.~~

~~Sworn members may purchase one additional badge set for the rank or position they currently hold or have held during their employment.~~

~~Cap and uniform badges issued to members will be titled with the member's rank. Retirement badges will be inscribed on the back with the member's dates of service and promotion(s), if applicable.~~

~~Presentation of badges to law enforcement dignitaries, ordering special badges for acrylic embedment, and other special situations will require the approval of the Chief of Police or designee.~~

#### **Pins (1110.00)**

~~Members are encouraged to display pins that are designed for wear with the uniform.~~

~~Authorized pins are:~~

- ~~a. American flag.~~
- ~~b. TriMet Pin (for duration of assignment to Transit Police Division).~~
- ~~c. City of Portland Years of Service.~~
- ~~d. Portland Police Association (PPA).~~
- ~~e. Gang Resistance Education and Training (GREAT).~~
- ~~f. Crisis Intervention Team (CIT).~~
- ~~g. Field Training Officer (FTO).~~
- ~~h. Motorcycle Pin.~~
- ~~i. Police Memorial Pin.~~
- ~~j. Special Emergency Reaction Team (SERT) Pin.~~

~~Authorized pins will be worn on the right pocket flap of the shirt.~~

~~The Rose Festival Pin is authorized the week preceding and the week of Rose Festival.~~

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~~Members attending special community events are authorized to wear pins, buttons, or ribbons denoting that event. These items may not be for a political candidate or ballot measure.~~

### **Mourning Bands (1110.00)**

~~Members are authorized to wear black mourning bands in honor of Bureau members or law enforcement personnel who have died in the line of duty. Mourning bands may also be authorized during Law Enforcement Memorial week. The Chief of Police will authorize the period they can be worn.~~

### **Patches (1110.00)**

~~Only authorized patches are to be worn by members. Generally, only Bureau patches are worn on the shoulders of the uniform items. Exceptions must be approved by the Chief of Police.~~

### **Awards (1110.00)**

~~Members are encouraged to display ribbons and medals (full size and miniature) designed for wear with the uniform in recognition of acts of valor, outstanding service, or unit recognition.~~

~~Refer to the Uniform and Clothing Guide for details.~~

~~The Uniform Committee will determine (on an individual basis) where members will wear awards that they have received from outside agencies.~~

## **2. Professional Appearance Standards (1110.00) Sworn Hairstyle and General Grooming Standards.**

### **2.1. a. All sworn members will Hair.**

**2.1.1. Members shall keep their hair clean, neatly trimmed and combed groomed and styled in a manner that does not interfere with their assigned duties.**

**2.1.2. b. Dyed, tinted Dyeing or bleached highlighting hair is permitted, but members' hair color must be within consistent with a naturally occurring color range and must be professional in appearance. For purposes of this order, naturally occurring color range does not include unique hair colors such as pink, blue, purple or green. Members are prohibited from dyeing patterns or prints.**

**2.1.3. e. Hair must be styled Sworn member specifications while on duty.**

**2.1.3.1. Sworn members shall style their hair in such a manner so that it does not interfere with uniform headgear or any specialized equipment and will not interfere with officer the member's safety and effectiveness.**

**d. Non-uniform, sworn members may be temporarily excused from these Sworn members' hair and grooming regulations length shall not extend beyond the top edge of their uniform collar while on undereover assignment. However, such duty. Sworn members will again comply with these regulations once the special assignment is completed or whenever wearing the official uniform.**

### **Specific Sworn Male Standards (1110.00)**

Note: This version of Directive 1110.00 was issued as an Executive Order on July 10, 2019 and is currently in effect. PPB will continue to seek public comments on this directive until it is finalized through the Directives Review and Development Process.

~~Facial hair may not be more than 1/4 inch that exceeds collar length shall pull back, pin, or otherwise fasten their hair in length, and must such a way so as not to interfere with the natural seal of the issued gas mask.~~

~~2.1.3.2. Mustaches and goatees their uniform or equipment or pose a risk to the member's safety and effectiveness. Ponytails are prohibited.~~

~~2.2. Facial allowed. Beards are not allowed. Mustaches must be kept Hair.~~

~~2.2.1. Members shall keep all facial hair clean and neatly trimmed and will.~~

~~2.2.2. Sworn member specifications.~~

~~2.2.2.1. Sworn members are permitted to wear mustaches, goatees, and/or beards, with the following conditions:~~

~~a.2.2.2.1.1. Mustaches should follow the natural arch of the mouth and should not exceed the upper border of the lip or extend more than 1/4 a quarter-inch horizontally beyond the corners of the mouth;~~

~~b. Mustaches and goatees must follow the natural arch of the mouth.~~

~~c. Handlebar mustaches are prohibited.~~

~~d.2.2.2.1.2. Goatees may should not extend more than 1/4 a quarter-inch below the bottom of the chin; and~~

~~2.2.2.1.3. Sideburns may Beards must be well-kempt and should not extend beyond a half-inch from the face.~~

~~e.2.2.2.2. A sworn member's sideburns should not exceed a quarter-inch below the lower opening bottom of the ear earlobe and must end should be trimmed with a clean horizontal line, not flared out at the bottom along the base, unless attached to a beard.~~

~~f. A man's hair will be cut so as not to extend below the lower edge of the collar. Additionally, a man's hair will not extend over the top of the ears.~~

~~2.2.2.3. Members with facial hair shall have shaving equipment readily available at work should an emergency situation dictate immediate remove of facial hair (e.g., the need to don a gas mask during a crowd control event).~~

~~2.3. The Bureau will shall consider and may approve accommodations to this standard these grooming standards on a case by case basis. Such accommodations may be appropriate only in cases where the member demonstrates a religious or medical need for accommodation. In such instances, the member should bring the need shall submit a request for an accommodation to the Bureau's attention through the their chain of command to the Chief of Police.~~

### **Specific Sworn Female Standards (1110.00)**

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~~2.4. Hair will be neatly trimmed, shaped and in a style Sworn members in plainclothes or undercover assignments shall be excused from conforming to the grooming standards set forth in this directive.~~

### 3. Dress Standards.

~~3.1. All members shall wear professional attire that permits wearing of the is appropriate for a work environment.~~

~~3.2. Responsibility Unit (RU) Managers shall have the discretion to establish attire guidelines for professional staff in their units.~~

~~a.3.3. Sworn members in uniform cap or hat assignments shall act in accordance with the Bureau "Uniform and Clothing Guide" with regard to uniform, equipment, or other department emergency equipment clothing requirements.~~

### 4. ~~if hair~~Jewelry.

~~b. Members are permitted to wear jewelry that is longer than collar length, it must be pulled back professional in appearance, inoffensive and cannot extend below the top of the shoulder blades.~~

~~c. The Bureau will consider and may approve accommodations to this standard on a case by case basis. Such accommodations may be appropriate only in cases where the member demonstrates a religious or medical need for accommodation. In such instances, the member should bring the need for accommodation to the Bureau's attention through the chain of command to the Chief of Police.~~

### **~~Non-Sworn, Male and Female Hairstyle and Grooming Standards (1110.00)~~**

~~a.4.1. All non-sworn members will keep their hair clean, neatly trimmed and combed. Hair must be styled in such a manner as to does not interfere with the duties their assigned within their respective division. Final determination will be at the discretion of the RU manager duties or pose a risk to the safety of others.~~

~~4.2. b. Dyed, tinted or bleached hair must be within Sworn member specifications while on duty.~~

~~4.2.1. Sworn members working in a patrol capacity/field operations in a uniform capacity shall not wear more than one ring total.~~

~~Rings should be worn in such a naturally occurring color range, and be professional on appearance. For purposes of this order, naturally occurring color range does not include unique hair colors such as pink, blue, purple or green.~~

~~c. Hair must be styled in such a manner way so that it does as not to interfere with any specialized equipment and will not interfere with member safety and effectiveness.~~

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~~d. Mustaches and beards are allowed. They must be kept neatly trimmed.~~

### **Non-Sworn Male and Female Clothing Standards (1110.00)**

~~Bureau approved uniforms are permitted as outlined by the assigned RU manager.~~

### **Jewelry (1110.00)**

~~All members may wear jewelry that is clean, neat and of a style that presents a professional appearance, is not offensive to others, and is consistent with the type of assignment and duty performed.~~

~~— Standards for wearing jewelry:~~

~~a.4.2.1.1. No ring will be worn so that it interferes with the use of equipment or hinders/hinder the member's ability to use of the hand and their hands or fingers.~~

~~b.4.2.2. Sworn members, while in uniform, may wear one watch, one bracelet, and a necklace that is not visible.~~

~~e. No more than two rings may be worn.~~

~~4.2.3. One Sworn members may wear studs or other earrings that fit closely against the ear and do not extend below or around the earlobe. Only one earring stud per natural earlobe is allowed. Plugs (used to enlarge piercing holes in the ear lobes) while on duty.~~

~~d.4.2.3.1. Ear gauges and ear stretching plugs are prohibited.~~

~~e. No tongue studs or visible body piercing (other than the listed earring stud), will be worn.~~

~~4.2.4. RU managers/Managers or a designee may grant an exception to members where deviation from this policy is appropriate/exceptions to the required jewelry standards when necessary for a specific assignment.~~

### **5. Body Art (1110.00)**

~~5.1. Visible/Visible Members may have or display tattoos, however, they are prohibited from displaying body art on the face and neck is prohibited, or neck that cannot be easily concealed (i.e., behind the ear or the base of the neck), except for reasonable cosmetic or medical purposes.~~

~~5.1.1. Members with visible/are prohibited from having tattoos prior to August 1, 2000 are exempt from this provision. on their hands with the exception of a single finger tattoo. The size of the tattoo may not exceed the length of the space between the member's lowest knuckle and hand.~~

~~5.2. Members will not expose any/are prohibited from having or displaying body art that the Bureau deems obscene, offensive/forms of body art while on duty. Offensive~~

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~~forms of body art include images which are sexually explicit, racially and/or sexually, or biased or could be viewed astoward a legally-protected class, or otherwise discriminatory in nature.~~

~~For the purposes of this directive, body art is defined as procedures used to alter the body's appearance including, but not limited to, branding, scarification and tattoos.~~

#### ~~Non-Sworn and Sworn, Non-Uniformed Assignment, Dress Code (1110.00)~~

~~Refer to the Uniform and Clothing Guide posted to the Intranet.~~

#### ~~Court Attire (1110.00)~~

~~For all court appearances, including Traffic Court, Circuit Court, Federal Court, Grand Jury, preliminary hearings, depositions and any other appearance in a judicial setting, members will, without exception, appear in one of the attires listed below:~~

- ~~a. Uniform of the day or Class A uniform.~~
- ~~b. Professional business attire (generally duty weapons should remain concealed).~~

#### ~~RESPONSIBILITY, ACCOUNTABILITY AND CONTROL (1110.00)~~

##### ~~Uniform Committee~~

~~The Uniform Committee will continually review the clothing, uniform and equipment requirements of the Police Bureau. This will be done by making recommendations on uniforms and equipment, overseeing uniform/equipment contracts, resolving member complaints, ensuring process quality control and coordinating with the Safety Committee on mutual issues.~~

~~The Uniform Committee will be comprised of members from the Chief of Police's Office and from Operations, Investigations, and Services Branches. This should include a representative from each precinct, Transit Police, Traffic Division, TOD, School Police, Detective Division and the Training Division. The committee will include at least one non sworn member. The committee will normally meet on a monthly basis. Items for committee consideration can be sent directly to any committee member.~~

~~The aide to the Operations Branch chief will serve as the liaison to the uniform committee.~~

#### ~~Bureau Members (1110.00)~~

~~Bureau members will:~~

- ~~a. Sworn members will maintain at least one complete serviceable Class C, Class B and class A uniform. Non-sworn members, if issued uniforms, will maintain at least two complete serviceable sets of uniforms.~~
- ~~b. Be responsible for their uniforms and equipment (refer to DIR 317.40 for specifics). They are also responsible for keeping their uniforms and equipment clean and in good repair. This would include minor repairs, including buttons, small tears, etc.~~
- ~~e. Not sign for any uniform or equipment unless it has been delivered to the member.~~

Note: This version of Directive 1110.00 was issued as an Executive Order on July 10, 2019 and is currently in effect. PPB will continue to seek public comments on this directive until it is finalized through the Directives Review and Development Process.

- ~~d. Inform their supervisor when a uniform is defective or worn out or equipment items need replacement or repair.~~
- ~~e. Return uniforms and equipment in good condition within the specified time frame or as required by the Bureau or supervisor's instructions.~~
- ~~f. Return all Bureau uniforms and equipment upon separation from the Bureau.~~
- ~~g. Refer any recommendation for uniforms or equipment to the uniform committee.~~
- ~~h. Upon status change, turn in unneeded uniforms and equipment and ensure they are issued appropriate uniforms and equipment for their new status.~~
- ~~i. Detectives and Criminalists will maintain at least one complete and serviceable Class C Uniform.~~
- ~~j. Commanding officers will maintain at least one complete serviceable Class C, Class B, Class B Commanding Officer Summer Uniform, Class A, Commanding Officer Summer Dress Uniform, and Commanding Officer Dress Uniform.~~

5.2.1.1. Members may submit a memo through channels to their Branch Assistant Chief to appeal a Bureau decision that forbids the member from displaying their body art. The Branch Assistant Chief shall make a final determination on the permissibility of the member's body art.

5.3. Sworn members are prohibited from displaying visible body piercings other than the authorized earrings.

## 6. Court Appearance.

6.1. Members shall adhere to the court appearance standard established by the attorney on the case.

## 7. Command Staff and **Supervisors (1110.00)**RU Manager Responsibilities.

a.7.1. May exempt a member from wearing the uniform for the duration of a specific assignment if civilian clothing would be more appropriate. RU managers and supervisors will ensure their members conform to the uniform and equipment requirements.

b.7.2. Will maintain a requisition and tracking mechanism, including payment to vendors. Requests for replacement of worn or unserviceable uniforms or equipment will be made to the RU manager or designee. Copies of the uniform order form will be retained pending verification of the order. Careful inspection will be made for negligence or intentional misuse.

Note: This version of Directive 1110.00 was issued as an Executive Order on July 10, 2019 and is currently in effect. PPB will continue to seek public comments on this directive until it is finalized through the Directives Review and Development Process.

- ~~e.7.3.~~ Inspect members to ensure all uniforms and equipment are serviceable ~~and~~ authorized, and that the body armor is less than five years old.
- ~~d.7.4.~~ Publish division Standard Operating Procedures (SOP) that defines what their members will routinely wear in the workplace.
- ~~e.7.5.~~ In situations where duty assignments require deviations from this directive, RU managers may authorize variances. The approval of such variances will be kept to a minimum.
- ~~7.6.~~ ~~f.~~ RU managers or their designees have the responsibility to recommend to the Chief of Police uniforms and equipment appropriate for their specific assignment and mission.

### **~~Branch Chiefs (1110.00)~~**

#### **~~8. Assistant Chief of Services Responsibilities.~~**

##### ~~8.1. The Assistant Chief of Services shall:~~

~~a.8.1.1.~~ Recommend approval of specialty uniforms and equipment after review by the uniform committee and Chief of Police.

~~b.8.1.2.~~ Review the uniform and equipment procurement system.

~~8.1.3. e.~~ Review proposals from the Uniform Committee and forward with a recommendation to the Chief of Police.

#### **~~9. Personnel Division (1110.00) Manager Responsibilities.~~**

~~9.1.~~ When notified that a member will be ~~leaving/separating from~~ the Bureau, ~~the~~ Personnel ~~will have the member complete a notice of separation and will~~ Division Manager or designee shall provide the member with a separation checklist; ~~and instruct the member to complete a notice of separation.~~

~~a.9.1.1.~~ The Personnel ~~will~~ Division Manager or designee shall notify the Assistant Chief of Services ~~Branch chief~~ if the member fails to complete the necessary checkout form(s).

~~9.2. b.~~ ~~Coordinate with Fiscal~~ The Personnel Division Captain or designee shall coordinate with the Fiscal Services Division to ensure appropriate badges are available.

#### **~~10. Fiscal Services Division (1110.00).~~**

~~10.1.~~ Maintain status and assignment records to ensure policy compliance ~~and be responsible for the destruction, maintenance,~~

~~a.10.2.~~ Manage the ordering, inventory, distribution, sales, maintenance, and ordering/destruction of badges.

Note: This version of Directive 1110.00 was issued as an Executive Order on July 10, 2019 and is currently in effect. PPB will continue to seek public comments on this directive until it is finalized through the Directives Review and Development Process.

10.3. b.—Process payments to vendors.

11. Training Division (~~1110.00~~)Captain Responsibilities.

11.1. The Training Division Captain or designee shall:

a.11.1.1. \_\_\_\_\_ Coordinate with the Personnel Division for the initial issue of uniforms and equipment when ~~new~~-sworn members are newly hired.

b.11.1.2. \_\_\_\_\_ Verify the turn-in/return of specified uniforms and equipment when a member ~~leaves City employment~~separates from the Bureau.

11.1.3. c.—Recommend equipment to be worn~~/~~or carried by sworn members. Any disagreements regarding equipment should be referred to the Assistant Chief of Services~~Branch chief.~~

# 1st Universal Review Public Comments: 11/1/18 - 11/16/18

**From:**  
**To:**  
**Subject:** Comments Regarding the Review of Directive 1110.00  
**Date:** Sunday, November 04, 2018 12:53:36 AM

---

To whom it may concern,

I am providing feedback in regards to the section of directive 1110.00 titled "Specific Sworn Male Standards".

I believe that sworn officers should be allowed to wear beards while on duty. In the past, the Portland Police Bureau has allowed beards to be worn by sworn officers. There are numerous agencies throughout the United States that allow their law enforcement professionals to wear beards. There are also several surrounding agencies that allow their members to wear beards. Beards are incredibly popular in the City of Portland and are seen throughout it's population. It is a common belief that police officers should represent the population they serve. While this may seem trivial in regards to other factors such as racial makeup, beards are very important to many citizens in this city and many members of the Portland Police Bureau. The way facial hair is worn (or not worn) by a person can be deeply personal.

The opposing arguments for beards that I have heard include the usage of gas masks, whether or not they appear professional, and an obscure OSHA rule that I have not been able to locate. I believe that there is a happy medium that can be obtained in regards to all of these opposing points.

I can personally attest to donning a gas mask during the recent election protests that took place in the middle of No Shave November. During these protests, I was in the middle of at least two gas deployments and obtained a seal throughout the entirety of these incidents and had no issues whatsoever. I have numerous co-workers who can also attest to first hand experience with this, many of which are members of the Rapid Response Team.

I believe that beards can be worn and remain groomed and professional in nature. My comments on the review of this directive are not aimed to obtain scraggly or absurdly long beards, but well-groomed and neatly trimmed beards that would still adequately portray the professionalism of the Portland Police Bureau.

I have attempted to locate the OSHA rule regarding facial hair and the usage of gas masks but have been unsuccessful. I know that numerous other agencies within the state allow beards to be worn despite this and believe that a reasonable policy change could be adapted to accommodate those who frequently use gas masks in the performance of their duties (such as RRT, SERT, etc...). Something simple along the lines of requiring members who wear beards to have the means to shave readily available would suffice.

Once last point that I would like to bring up may not seem like a priority to some but I believe it to be important. Simple things such as the policy change that I am suggesting can have massive effects in regards to morale among the members of the Portland Police Bureau. It seems these days that everything about our job is constricting around us and this has been having a negative effect Bureau-wide for some time now. It may not mean much to some, but small little victories and changes can mean the world to many.

Thank you for taking the time to read this.

With respect,

**From:**  
**To:**  
**Subject:** Directive 1110.00 Feedback  
**Date:** Thursday, November 01, 2018 7:59:14 AM

---

Hey there,

Here is my feedback for Directive 1110.00.

I don't think we have or are issued all three classes of uniform anymore?, so that section needs to be updated. And, detectives may or may not have class C. And, not sure why that is pointed out again after saying all sworn need to have all three (A, B, and C) anyway?

Also, a tangent from this but, as there has been talk regarding the detective division and appropriate attire, I would like to put an idea in the suggestion box. I would like it if the few people who are not dressing appropriately would be addressed about it, rather than the "coming down on" everyone, which is what we have been hearing is going to happen. So, better to have a sergeant say, "John", you need to wear collared shirts and nice dark jeans or slacks with no holes in them," than to make strict rules for all of us about exact slacks and ties and jackets and such. I'm sure we all need a reminder at times to keep things modern day business-like with attire, still, I would rather it be from the local level (sergeants actually saying something to folks wearing t-shirts and sweat pants and the like) rather than making all the rest of us, who generally follow appropriate attire in the workplace, court, etc. have to change things when we are actually doing it very well to start with. Especially as a female, it is difficult to find appropriate clothing that works for the amount of belt loop structure and pockets that I need to carry equipment. That's why I like dark jeans and nice button down shirts, sweaters, and jackets (court gets an upgrade to a suit). There was also talk about wearing something like khaki's and a police bureau polo, but I don't think that would be a good idea for detectives because of the obvious "police officer" look such that, folks that I need to talk to (and who often don't want to talk to police) wouldn't be as receptive to just sitting down and chatting with me in a relaxed manner. Anyway, just thoughts. :)

Thank you and enjoy the day,

#1

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 6:25:10 AM  
**Last Modified:** Thursday, November 01, 2018 6:27:58 AM  
**Time Spent:** 00:02:48  
**IP Address:** 74.120.152.143

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Page 1

**Q1** Please provide feedback for this directive

Directive mentions Class A, B and C uniforms. Are these currently issued? Seems like only the B is currently issued to sworn members. Hat badges, we give those to sworn members? If we don't have a class A uniform or a dress cap to wear, why does it mention a cap badge?

---

**Q2** Contact Information (optional)

**Respondent skipped this question**

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#2

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 6:32:01 AM  
**Last Modified:** Thursday, November 01, 2018 6:35:03 AM  
**Time Spent:** 00:03:01  
**IP Address:** 74.120.152.145

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Page 1

**Q1** Please provide feedback for this directive

In a day and age where even officers can have full sleeves and legs of tattoos visible, where skin is no longer the color of, well, skin, I think it is ridiculous that one cannot dye their hair a color other than "natural." I am hopeful that the day were a thin blue line of colored hair is as acceptable as the disgusting tattoo "art" that doesn't make anyone bat an eyelash.

---

**Q2** Contact Information (optional)

**Respondent skipped this question**

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#3

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 6:35:24 AM  
**Last Modified:** Thursday, November 01, 2018 6:38:48 AM  
**Time Spent:** 00:03:24  
**IP Address:** 74.120.152.144

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Page 1

**Q1** Please provide feedback for this directive

The Explosive Disposal Unit has worn a pin for about fifteen/seventeen years. It was approved back when I was on the uniform committee. Is there a way to get the EDU pin added to the Directive during this process?

---

**Q2** Contact Information (optional)

Name

Email Address

Phone Number

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# #4

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 6:44:12 AM  
**Last Modified:** Thursday, November 01, 2018 6:50:49 AM  
**Time Spent:** 00:06:37  
**IP Address:** 74.120.152.144

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Page 1

## Q1 Please provide feedback for this directive

The grooming standard for hair for women does not differentiate between uniform and non-uniform assignments. It does not address pony tails for men or women which have been allowed for at least a decade. They were allowed for men because someone decided it reflected the community. (Tom Mack was the initiator of this issue.) Business attire for court is not defined and it probably should be, especially for Grand Jury. Members are appearing for GJ in t-shirts, jeans, and tennis shoes. I cannot tell the difference between them and suspects some of the time.

I am not certain that anyone actually read this directive before sending it out for review....

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**Q2 Contact Information (optional)**

**Respondent skipped this question**

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#5

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 7:03:43 AM  
**Last Modified:** Thursday, November 01, 2018 7:04:21 AM  
**Time Spent:** 00:00:37  
**IP Address:** 74.120.152.143

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Page 1

**Q1** Please provide feedback for this directive

Authorized PINS should include the Rapid Response Team (RRT) Pin

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**Q2** Contact Information (optional)

**Respondent skipped this question**

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#6

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 8:27:27 AM  
**Last Modified:** Thursday, November 01, 2018 8:27:53 AM  
**Time Spent:** 00:00:25  
**IP Address:** 69.71.181.173

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Page 1

**Q1** Please provide feedback for this directive

Looks good to me

---

**Q2** Contact Information (optional)

**Respondent skipped this question**

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#7

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 8:24:16 AM  
**Last Modified:** Thursday, November 01, 2018 8:52:14 AM  
**Time Spent:** 00:27:58  
**IP Address:** 74.120.152.116

---

Page 1

**Q1** Please provide feedback for this directive

## Directive 1110.00 Feedback

"Bureau Members (1110.00)

Bureau members will:

a. Sworn members will maintain at least one complete serviceable Class C, Class B and class A uniform. Non sworn members, if issued uniforms, will maintain at least two complete serviceable sets of uniforms."

"i. Detectives and Criminalists will maintain at least one complete and serviceable Class C Uniform."

"j. Commanding officers will maintain at least one complete serviceable Class C, Class B, Class B Commanding Officer Summer Uniform, Class A, Commanding Officer Summer Dress Uniform, and Commanding Officer Dress Uniform. "

"Court Attire (1110.00)

a. Uniform of the day or Class A uniform."

\*\*\*\*\*

It should be noted that for the rank of Officer, Sergeant, Detective, Criminalist and Lt, we are issued only class B uniforms.

There are no more class A or C uniforms.

Only Captains and above are issued our old class A uniforms.

Talk to the Quartermaster. She has all of the details about how it currently works.

"Issuance/Return of Badges (1110.00)

Personnel will distribute one set of badges (uniform and cap) to sworn members upon employment"

\*\*\*\*\*

We have not issued "cap badges" in probably 6 years or so.

It is one of my pet peeves when male officers are not freshly shaved prior to the beginning of their shift. There is only generalized language in the Directive, and can be the source of unnecessary debate over the meaning of what "well groomed" looks like.

The directive goes into great detail about the length of the goatee hair, no flared sideburns and a prohibition on handle bar mustaches...

But the member who decides to start growing some facial hair over the weekend, or the guy who was too lazy to shave for a couple of days in a row look somewhat shabby.

Two points: the addition of facial hair needs to be start one (or two) weeks prior to displaying it in uniform. (This was the old rule 20 some years ago.)

Point two: 'Male members shall be clean shaven in all facial areas, except where otherwise permitted facial hair is allowed by this directive, prior to the beginning of their shift or court appearance.'

Just my Thoughts,  
Matt

PS: Did Versaterm design this feedback form? It lacks ease of use and is rudimentary and unnecessarily clunky.

**Q2** Contact Information (optional)

Name

Email Address

Phone Number

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# #8

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 9:36:27 AM  
**Last Modified:** Thursday, November 01, 2018 9:46:18 AM  
**Time Spent:** 00:09:50  
**IP Address:** 74.120.152.118

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Page 1

## Q1 Please provide feedback for this directive

Pins and award pin placement need to be re-evaluated for the external vest. The vest is very thick and there are few places that pins can pierce the external carrier that don't interfere with items in the pocket (risk for injuring officer's hands with the pointy end of the pin). For example my awards pins fit best to the side of my cloth badge between the badge and the central zipper. In this configuration they must be stacked and not in a horizontal line.

Tattoo requirements. Having a tattoo prior to 2000 is unrealistic. For example, as we are starting to hire people born in 1997, it is unlikely they got their tattoos when they were age three. Many recruits both men and women who served in the military have visible tattoos prior to employment. The prohibition of visible tattoos on arms and legs should be prohibited entirely as it narrows our recruitment field.

---

## Q2 Contact Information (optional)

Name

Email Address

Phone Number

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# #9

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 11:09:19 AM  
**Last Modified:** Thursday, November 01, 2018 11:09:29 AM  
**Time Spent:** 00:00:10  
**IP Address:** 74.120.152.117

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Page 1

## Q1 Please provide feedback for this directive

While the Police Bureau should not necessarily adapt to trends, certain aspects of the grooming standards seem outmoded.

- Beards are not allowed.
- A man's hair will be cut so as not to extend below the lower edge of the collar. Additionally, a man's hair will not extend over the top of the ears.

This prohibition is completely contrary to the lifestyle of thousands of Portlanders. If the bureau wants its department to reflect the community it serves, this beard prohibition should be thought through. Furthermore, many potential candidates for open police officer positions will simply not apply because of this and other rather arbitrary rules regarding the length of hair.

Among black men, especially of college age, it has become more than popular to wear dreadlocks. The bureau should allow men, or women, to wear dreadlocks beyond the length allowed by this draft directive.

Please reconsider this portion of the directive to allow men to wear beards as many police departments in the state do. It will help us recruit as well.

- If hair is longer than collar length, it must be pulled back and cannot extend below the top of the shoulder blades. This comes from the section covering female grooming standards. What difference does it make if hair is a little beyond shoulder blades? Please rethink this wording. Please consider the popularity of dreadlocks and other longer hairstyles worn by women today. Again, do we want officers to reflect the community they serve, or not?

- No more than two rings may be worn. What is the purpose of this? Please remove these kinds of arbitrary regulations.

- Professional business attire This needs to be more clearly defined. If the bureau wants men in ties it should say so here. "Business attire" is vague, especially in a rather casual city like this. The directive goes to great lengths above regarding hair color and length, the exact number of rings, length of hair to the quarter inch. Define "business attire" please, or we'll keep having officers confused with defendants at court.
- 

## Q2 Contact Information (optional)

Respondent skipped this question

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# #10

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 01, 2018 9:30:24 PM  
**Last Modified:** Thursday, November 01, 2018 9:31:26 PM  
**Time Spent:** 00:01:01  
**IP Address:** 74.120.152.144

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Page 1

## Q1 Please provide feedback for this directive

this policy states the following: Bureau members will:

a. Sworn members will maintain at least one complete serviceable Class C, Class B and class A uniform. Non sworn members, if issued uniforms, will maintain at least two complete serviceable sets of uniforms.

....

we do not have class a, b and c uniforms now. we only have one uniform. this policy should reflect that

---

**Q2 Contact Information (optional)**

**Respondent skipped this question**

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# #11

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, November 02, 2018 5:28:05 AM  
**Last Modified:** Friday, November 02, 2018 5:30:54 AM  
**Time Spent:** 00:02:48  
**IP Address:** 74.120.152.119

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Page 1

## Q1 Please provide feedback for this directive

Regarding section:

"Body Art (1110.00)

Visible body art on the face and neck is prohibited, except for reasonable cosmetic purposes."

Please consider adding an additional exception to include tattooing for medical purposes rather than strictly cosmetic.

---

**Q2 Contact Information (optional)**

**Respondent skipped this question**

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## #12

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, November 02, 2018 10:09:19 AM  
**Last Modified:** Friday, November 02, 2018 10:25:12 AM  
**Time Spent:** 00:15:53  
**IP Address:** 74.120.152.143

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Page 1

**Q1** Please provide feedback for this directive

For non-sworn members working in non-public facing capacities (I cannot speak to other members), the directive seems overly far-reaching, outdated, and invites unnecessary micro-management of appearance. The City HR department's Dress & Appearance section states "A neat and professional appearance is a requirement. General cleanliness and personal hygiene are important in all work environments. It is expected that all employees will exercise good judgment and dress appropriately for their jobs. Different styles will be necessary depending on the degree of customer contact, the nature of the work, work location, and safety issues. Clothing that displays offensive slogans is prohibited." It seems like this description is more than suitable to allow flexibility but cover the variety of differing non-sworn capacities and interaction levels. If people are exercising good hygiene and dressed in an appropriate way for the interaction required that day (comparable to other bureaus' interactions e.g. work from home, primarily solo computer work, IT/manual equipment installations requiring being under desks, sitting in a meeting, meeting with higher level officials, etc.) then that should be suitable without overprescribing specific standards. If the interaction doesn't meet the level required for the day's activity (e.g. wearing jeans to a high-level Commissioners meeting where everyone else is dressed in formal business attire) then the RU manager should bring it up with the employee.

---

**Q2** Contact Information (optional)**Respondent skipped this question**

# #13

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, November 02, 2018 10:22:54 AM  
**Last Modified:** Friday, November 02, 2018 10:33:46 AM  
**Time Spent:** 00:10:51  
**IP Address:** 74.120.152.144

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Page 1

## Q1 Please provide feedback for this directive

This sentence is outdated and should be removed since a person's use of hair dye has no impact on their ability to perform their job:  
- "Dyed, tinted or bleached hair must be within a naturally occurring color range and must be professional in appearance. For purposes of this order, naturally occurring color range does not include unique hair colors such as pink, blue, purple or green."

The decision to have specific sworn male and female standards should be revisited to become more aligned with the City's efforts to become more gender neutral. There should not be two separate standards for hair length.

The specific jewelry standards are excessive.

---

**Q2 Contact Information (optional)**

**Respondent skipped this question**

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# #14

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Saturday, November 03, 2018 1:00:45 AM  
**Last Modified:** Saturday, November 03, 2018 1:10:03 AM  
**Time Spent:** 00:09:17  
**IP Address:** 74.120.152.144

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Page 1

## Q1 Please provide feedback for this directive

This directive would require bureau members to maintain uniforms that haven't been issued for many years. Class B Uniforms have become the standard for training, daily assignments, and dress events. Most of us don't have Class C BDU's, let alone Class A Ike Jackets, Bus Driver Caps, Ties, Trousers, etc. In my opinion the Class B uniforms have sufficed quite well and, since we use the Class A and C uniforms so rarely, the money that might be used to purchase them would be better spent elsewhere.

"Bureau members will:

- a. Sworn members will maintain at least one complete serviceable Class C, Class B and class A uniform."
- 

**Q2 Contact Information (optional)**

**Respondent skipped this question**

---

# #15

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Saturday, November 03, 2018 11:28:16 AM  
**Last Modified:** Saturday, November 03, 2018 11:33:09 AM  
**Time Spent:** 00:04:53  
**IP Address:** 73.25.235.147

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Page 1

## Q1 Please provide feedback for this directive

Let the officers have groomed beards! I heard CCSO is going to change their rules and allow beards permanently after no shave November this year. PPB should be ahead of that curve bc they are progressive in all areas of law enforcement! This is a moral booster and a recruiting sell point for potential new hires(it's the little things that add up). It costs nothing and is a positive change that would have a lasting impact on moral.

---

Q2 Contact Information (optional)

Respondent skipped this question

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# #16

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Saturday, November 03, 2018 11:58:50 AM  
**Last Modified:** Saturday, November 03, 2018 12:02:12 PM  
**Time Spent:** 00:03:22  
**IP Address:** 173.241.164.32

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Page 1

**Q1** Please provide feedback for this directive

I think officers should be allowed to have beards. Most of the surrounding agencies allow officers to have beards. I think beards would make officers more approachable, thus making community engagement easier.

---

**Q2** Contact Information (optional)

**Respondent skipped this question**

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# #17

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Saturday, November 03, 2018 1:48:19 PM  
**Last Modified:** Saturday, November 03, 2018 1:52:19 PM  
**Time Spent:** 00:04:00  
**IP Address:** 74.120.152.144

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Page 1

## Q1 Please provide feedback for this directive

Beards are not unprofessional and allowing officers to grow them out would tie them with the city more. Portland is known for men having beards and its sill that the police aren't allowed to grow them.

As far as the gas mask policy, that is just unreasonable. How often do officers use the masks outside of protests? If officers were to respond to a situation where a gas mask was necessary, I'm sure there would be bigger issues to worry about.

---

## Q2 Contact Information (optional)

**Respondent skipped this question**

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# #18

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Saturday, November 03, 2018 2:18:53 PM  
**Last Modified:** Saturday, November 03, 2018 2:20:25 PM  
**Time Spent:** 00:01:31  
**IP Address:** 66.87.127.227

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Page 1

**Q1** Please provide feedback for this directive

A nicely trimmed and groomed beard is just as professional as a goatee and should be allowed.

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**Q2** Contact Information (optional)

**Respondent skipped this question**

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# #19

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Saturday, November 03, 2018 11:04:42 PM  
**Last Modified:** Saturday, November 03, 2018 11:51:13 PM  
**Time Spent:** 00:46:30  
**IP Address:** 74.120.152.143

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Page 1

## Directive 1110.00 Feedback

### Q1 Please provide feedback for this directive

I am providing feedback in regards to the section of directive 1110.00 titled "Specific Sworn Male Standards".

I believe that sworn officers should be allowed to wear beards while on duty. In the past, the Portland Police Bureau has allowed beards to be worn by sworn officers. There are numerous agencies throughout the United States that allow their law enforcement professionals to wear beards. There are also several surrounding agencies that allow their members to wear beards. Beards are incredibly popular in the City of Portland and are seen throughout it's population. It is a common belief that police officers should represent the population they serve. While this may seem trivial in regards to other factors such as racial makeup, beards are very important to many citizens in this city and many members of the Portland Police Bureau. The way facial hair is worn (or not worn) by a person can be deeply personal.

The opposing arguments for beards that I have heard include the usage of gas masks, whether or not they appear professional, and an obscure OSHA rule that I have not been able to locate. I believe that there is a happy medium that can be obtained in regards to all of these opposing points.

I can personally attest to donning a gas mask during the recent election protests that took place in the middle of No Shave November. During these protests, I was in the middle of at least two gas deployments and obtained a seal throughout the entirety of these incidents and had no issues whatsoever. I have numerous co-workers who can also attest to first hand experience with this, many of which are members of the Rapid Response Team.

I believe that beards can be worn and remain groomed and professional in nature. My comments on the review of this directive are not aimed to obtain scraggly or absurdly long beards, but well-groomed and neatly trimmed beards that would still adequately portray the professionalism of the Portland Police Bureau.

I have attempted to locate the OSHA rule regarding facial hair and the usage of gas masks but have been unsuccessful. I know that numerous other agencies within the state allow beards to be worn despite this and believe that a reasonable policy change could be adapted to accommodate those who frequently use gas masks in the performance of their duties (such as RRT, SERT, etc...). Something simple along the lines of requiring members who wear beards to have the means to shave readily available would suffice.

Once last point that I would like to bring up may not seem like a priority to some but I believe it to be important. Simple things such as the policy change that I am suggesting can have massive effects in regards to morale among the members of the Portland Police Bureau. It seems these days that everything about our job is constricting around us and this has been having a negative effect Bureau-wide for some time now. It may not mean much to some, but small little victories and changes can mean the world to many.

Thank you for taking the time to read this.

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**Q2** Contact Information (optional)

Name

Email Address

Phone Number

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# #20

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Sunday, November 04, 2018 2:31:02 AM  
**Last Modified:** Sunday, November 04, 2018 2:32:17 AM  
**Time Spent:** 00:01:15  
**IP Address:** 73.164.235.79

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Page 1

**Q1** Please provide feedback for this directive

1110.00 Male grooming standards should allow sworn male officers the ability to have a beard.

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**Q2** Contact Information (optional)

**Respondent skipped this question**

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# #21

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, November 06, 2018 4:56:44 PM  
**Last Modified:** Tuesday, November 06, 2018 4:58:27 PM  
**Time Spent:** 00:01:42  
**IP Address:** 66.87.165.2

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Page 1

## Q1 Please provide feedback for this directive

Please allow officers to have beards. In a place like Portland this should be allowed.

Also officers should be able to wear thin blue line flags on their uniforms. Officers are killed all the time and this is a way to show solidarity among all law enforcement officers.

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## Q2 Contact Information (optional)

Respondent skipped this question

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# #22

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, November 07, 2018 6:14:11 AM  
**Last Modified:** Wednesday, November 07, 2018 6:19:30 AM  
**Time Spent:** 00:05:18  
**IP Address:** 74.120.152.145

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Page 1

## Q1 Please provide feedback for this directive

The guidelines regarding unnatural hair color, more that one piercing in ear lobe, no facial piercings, and no visible tattoos may need to be updated. Some are allowed and apparent on a few PPB personnel currently or historically. Also these sections may need to be more up-to-date according to societal fashion trends in 2018 moving forward.

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## Q2 Contact Information (optional)

Name

Email Address

Phone Number

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# #23

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, November 08, 2018 5:03:54 AM  
**Last Modified:** Thursday, November 08, 2018 5:04:39 AM  
**Time Spent:** 00:00:45  
**IP Address:** 74.120.152.144

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Page 1

## Q1 Please provide feedback for this directive

I would like to address the topic of beards in this policy.

Portland is the bearded city. Beards are accepted in a clean and neat professional appearance within our city. Facial hair and hairstyles are important cultural keystones. We have quite a few women in the bureau who wear cultural hairstyles (braids, dreadlocks, etc) and even the military has recently loosened restrictions on these. I think there is room for improving our relationship with the community through beards. I've worn a beard for several years during No Shave November events. I've never even been questioned about it by a member of the community.

Our Police Bureau is an outlier on this issue within the region. Every agency within the metro that I can think of allows their officers to wear beards. Our current policy is excessively restrictive. We lack internal legitimacy on this issue, which makes it difficult for supervisors to enforce the policy. A policy more in line with the values of the Police Bureau's members would be more procedurally just than the policy as written at present.

The Police Bureau has a significant quantity of officers who have received exemptions to this policy based on religion or discomfort caused by shaving. I have heard discussion by people in the bureau regarding the legitimacy of these notes and criticizing those who seek these exemptions. I can't help but wonder how many people avoid applying for such exemptions because of hearing the negative attitude toward those who apply for exemptions. How many people are living in serious discomfort or compromising their religious beliefs just to avoid a hostile work environment?

The biggest usage of gas masks by bureau members that I know of was by RRT in the days following President Trump's election. That event occurred toward the end of No Shave November and many members of RRT were participating in the event. I have sought out reports from persons present and affected that day. All reports I have heard indicate that gas masks still provided protection from the chemical agents deployed. Furthermore most events with the possibility of a need to use a gas mask are events with enough time for resources to assemble. If members were required to carry equipment to shave to be prepared for such an event I think that would be reasonable.

I think that allowing members to grow well-trimmed beards would be an enormous and immediate boost to morale. I know myself and many of my cohorts would appreciate any consideration you could give to this matter. Thanks for your time.

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## Q2 Contact Information (optional)

Name

Email Address

Phone Number

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# #24

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Sunday, November 11, 2018 8:57:43 AM  
**Last Modified:** Sunday, November 11, 2018 8:59:37 AM  
**Time Spent:** 00:01:53  
**IP Address:** 50.39.121.52

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Page 1

**Q1** Please provide feedback for this directive

I don't understand why your officers can't grow facial hair. It is a growing trend in Oregon and the Portland area to have beards. Is it too much to ask to allow the officers to have facial hair?

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**Q2** Contact Information (optional)

**Respondent skipped this question**

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# #25

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, November 16, 2018 7:49:14 AM  
**Last Modified:** Friday, November 16, 2018 7:50:14 AM  
**Time Spent:** 00:01:00  
**IP Address:** 174.224.11.112

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Page 1

**Q1** Please provide feedback for this directive

Allow beards for the members in uniform. Most other local agencies allow them now.

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**Q2** Contact Information (optional)

**Respondent skipped this question**

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## #26

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, November 16, 2018 3:14:31 PM  
**Last Modified:** Friday, November 16, 2018 3:15:05 PM  
**Time Spent:** 00:00:34  
**IP Address:** 97.115.197.240

Page 1

**Q1** Please provide feedback for this directive

Comments on Appearance Standards (Grooming) Directive, November 2018

To Chief Outlaw, Capt. Bell, Lieutenant Morgan, PPB Policy Analysts, Compliance Officer/Community Liaison Team, Community Oversight Advisory Board staff, US Dept. of Justice, Independent Police Review, Citizen Review Committee and the Portland Police Bureau:

These are comments from Portland Copwatch (PCW) on Directive 1110.00 on "Appearance Standards," which is colloquially known as the grooming policy. The policy appears to not have been changed much since Chief Kroeker instituted strict regulations in the year 2000; the policy can be found at <https://www.portlandoregon.gov/police/article/701811> .

Since this Directive does not yet have the Bureau's modern-day numbering scheme, this is a good opportunity for the Bureau to start instituting the sectional designation changes PCW keeps advocating: a) add letters to the Definitions, Policy, Procedure and other Sections to avoid having multiple areas with the same numbers, and b) return to the Bureau's earlier practice of numbering each Definition.

We do not have many comments on the substance of this Directive. It does seem that most of these guidelines could be moved to a (publicly available) Standard Operating Procedure, as we hope officers would not be severely disciplined for some of the violations under this policy. On the other hand, the rule about not wearing full or partial uniforms off duty is very important and, as we know from the most recent Police Review Board Report,\* was invoked within the last year.

The issue of body art and tattoos is important for a few reasons: first, that community standards have changed greatly in the last two decades, and second, to screen out officers engaging in discriminatory associations (gangs, cliques, etc.). In 2000, it was discovered that Multnomah County Deputies involved in beating inmates sported "Brotherhood of the Strong" tattoos. Such markings can be indicative of violence-prone, white-supremacist and other inappropriate police behavior. The section on body art (which of course is not numbered yet) says officers should not "expose any offensive forms of body art while on duty" defining those as "images which are sexually explicit, racially and/or sexually biased or could be viewed as discriminatory in nature." This leads to the important question of why anyone with such body art would be allowed to be an officer in the first place. Perhaps a prohibition on such tattoos should be added, including a requirement that officers inform the Bureau if they have received any new tattoos after being hired.

Much of the Directive's guidelines on clothing and hairstyles have outdated gender-based instructions which do not seem to reflect the state's recognition of gender identities other than male and female. There are likely experts both within and outside the Bureau that can give guidance on this matter.

Just as another point of historical context, this Directive was one flashpoint for Chief Kroeker, as he asked men to cut off their pony tails and shave their beards (so they could put on gas masks). While there is an exemption for religious purposes, again, differentiating hairstyles for men and women is regressive at this point in history. The guidelines about gas masks give us deep concerns since it raises images of the police indiscriminately releasing chemical weapons on protestors; however, recognizing that police sometimes

## Directive 1110.00 Feedback

enter hazardous areas not of their own making we are not at this time going to suggest changing those standards. We hope, however, that there is an emphasis on the rare need for gas masks.

Finally, we urge the Bureau to include more situations in which rank and file members do not have to wear full uniforms (including guns and other weapons) as "community engaged policing" is the buzz-phrase of the day. Going to community meetings, hanging out with young students, and other situations where police are supposed to be showing they are "just other community members"\*\*\* means they should not come armed to the hilt and looking ready for war.

### CONCLUSION

There may be other parts of the Directive which need updating or correcting. These comments are being made in a short timeline as PCW has been busy trying to keep the Chief and Mayor from trying to curtail free speech and assembly in the name of trying to end street brawls.\*\*\* Later this month, the Portland Committee on Community Engaged Policing is scheduled to have its first meeting, but they will not yet be reviewing Bureau policies. We hope the PPB continues to reach out to people who may be affected by, or have particular insights into, various rules even after PCCEP begins its true work.

portland copwatch

\*-We note here that PRB reports are required by ordinance to be published twice a year, and only one report has come out in 2018 (in September). There are only about 6 weeks left to release the second report.

\*\*-However, according to the Portland Mercury, only 18% of all officers actually live in Portland (9/27/18).

\*\*\*-While it is good for the police to give feedback about what rules might be useful to guide their operations, PCW has long warned that when the police write the law, that means we are living in a police state.

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### Q2 Contact Information (optional)

Name

Email Address

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**From:**  
**To:**  
**Subject:** Appearance Standards  
**Date:** Friday, November 30, 2018 4:12:48 PM

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Hello. I apologize for not getting my comments in on time for this directive but I was hoping to just add my two cents.

Personally, I think members should be allowed to have beards for more than just religious or medical reasons. Here are just a few of my reasons:

1. I am a married man and my wife absolutely loves my beard at the end of No Shave November and is honestly saddened when I have to shave. Keeping her happy is part of my duty as a husband but I am not allowed to in this regard because of our grooming policy.
2. Secondly, my children love my beard and they too don't appreciate it when I shave it off.
3. Another reason I believe we should be allowed beards is because beards are now a very acceptable and prominent style in our community and culture.
4. Other major agencies have allowed beards, along with some surrounding agencies (MCSO, Gresham).
5. During the election riots when we (RRT) used gas, many of us were in the middle of No Shave November. Our gas masks did just fine with the facial hair.
6. Many....many members would like to maintain a nicely groomed beard. Considering the value of morale, shouldn't we let people do this?
7. I think we could attract more candidates who want to be both a cop, and a bearded person. Win win situation.

Thank you for your consideration,