

1.1.C.5 Staff Dress and Grooming Standards

I Policy Index:



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II Policy:

Staff representing the Department of Corrections (DOC) shall maintain a professional appearance which promotes the professional image of the DOC and limits distractions caused by outrageous, provocative, or inappropriate dress in the workplace or presents a risk to safety or security. Staff will adhere to appropriate and professional dress and grooming standards while on duty. Staff working in correctional environment will be cognizant of the potential dangers inherent in working in such environments and adhere to these standards to help protect themselves from workplace dangers.

III Definitions:

Business Casual Attire:

Less formal attire than attire worn on regular workdays, but appropriate for the job functions being performed. Also referred to as professional attire.

Business Professional Attire:

Attire considered appropriate in a conventional, conservative business setting.

Non-Uniformed Institutional Staff:

Staff assigned to work at any Department of Corrections institution who are not issued a uniform by the DOC and are required to provide their own clothing for work; or contract staff who are required to wear clothing items provided by their employer. Includes security staff assigned to specialty security positions within the institution authorized to wear business attire while on duty.

Personal Body Alarm:

A small battery powered emergency notification or alert device that when activated, emits a loud sound (in excess of one hundred ten (110db) decibels. Activation occurs when the attached alarm pin is removed from the body of the alarm by pulling the lanyard. The alarm shall be carried in a pocket or attached to a belt or waistline of the pants.

Staff Member:

For the purpose of this policy only, a staff member is any person employed by the DOC, full or part time, including a person under contract assigned to the DOC (contractors), staff of another state agency, governmental entity, organization or business assigned to the DOC, members of the Parole Board and authorized volunteers (those issued a DOC ID) and student interns.

Uniform:

Those items of attire required for service wear by the designated security staff. Items that are part of the approved uniform and required to be worn by staff but not provided by the Department of Corrections are the responsibility of the respective staff member. Approved, optional items that may be included within the uniform are generally the responsibility of the staff member.

Uniformed Staff:

Group of correctional security staff, including correctional officers, corporals, sergeants and other correctional officer supervisors through the rank of Major, who are provided with a standard issue of uniforms and required to wear approved uniforms during performance of their assigned duties.

Well Groomed:

Hair, including facial hair, that is clean, neatly combed or brushed, trimmed and does not present a ragged or unkempt appearance.

IV Procedures:**1. Dress Standards:**

- A. It is the policy of the DOC that all staff members will present a professional, businesslike image while on the job, and adhere to the dress and grooming standards that apply to their job position. Each staff member's dress, grooming and personal hygiene will be appropriate to the work situation and their assigned job, create a favorable role model for offenders, and be consistent in projecting a positive public image that supports the DOC's mission, vision and values.
 1. Visitors are not staff members. Appropriate dress standards for visitors participating in visits or tours is described elsewhere in DOC policy.
- B. It is the responsibility of each staff member to know and follow dress and grooming requirements that apply to their job position. Any staff member who is unsure about the required dress and grooming standards for his/her job must consult a supervisor. Staff who fail to comply with required dress and grooming requirements are be subject to disciplinary action.
 1. Clothing and uniforms will be clean, neat, free of wrinkles, appropriately fitted and maintained in good order and appearance.
 2. Clothing normally worn in a recreational or informal social setting is not business professional or business casual.
 3. Clothing that causes or may cause distractions in the workplace or is unprofessional, outrageous or provocative, is not appropriate for the workplace. T-shirts, tank tops with straps thinner than 3 inches, halter tops, shorts, midriff shirts, low-cut tops, clothing that does not cover undergarments or sheer clothing without appropriate covering underneath, is inappropriate for the workplace.
 4. Staff working within a DOC institution will avoid wearing clothing that may be mistaken for inmate issued dress. Staff assigned to work within an institution will wear attire that is recognizable and distinguishable from inmate dress.
 5. Language, logos, symbols, pictures, designs or embroidery on clothing or clothing accessories will be appropriate for a correctional environment. While not an inclusive list, clothing or accessories advertising or displaying alcohol, tobacco, illegal substances, derogatory religious themes, racial

references, gang affiliation, profanity, nudity, gambling, political in nature or sexual implications is not permitted.

- C. Staff will wear attire that is either business professional, business casual or a DOC issued uniform while on duty, unless otherwise authorized.
- D. Exceptions to the dress standard may be approved for the following:
1. Assigned duties that require staff to wear casual attire or recreational type clothing (such as sweat shirts, sweat pants, tennis shoes) while on duty. While wearing such attire, staff will have minimal contact with the public or offenders.
 2. When assigned to physical work/activity that requires easy movement, non-loose fitting or more durable clothing. Exceptions will generally be determined by the supervisor or trainer/instructor.
 3. Staff participation in "casual day/jeans day" or other special fund raisers which permit staff to wear casual attire during work hours, as approved by the Secretary, Warden, Director or designee. Participation in casual day is voluntary. Staff who choose not to wear casual dress will report to duty in business professional, business casual attire or a DOC issued uniform.
 - a. Assigned duties and job responsibilities take priority over participation in casual/jeans day. Staff scheduled to attend court, public or professional meetings or performing duties requiring professional attire on casual/jeans day shall dress appropriately.
 - b. Jeans and casual attire will be neat, clean and in good repair. Jeans may not have large holes or tears which expose skin.
 4. During travel to conferences or training.
- E. Appropriate footwear must be worn at all times. Closed toe shoes are required for certain job positions. All staff working within a DOC institution shall wear closed toe footwear. Uniform staff shall wear footwear as described within this policy.
- F. Tattoos advocating or depicting any form of negative religious, racial, ethnic or gender bias, illicit drugs, drug paraphernalia or drug use or tattoos perceived as being affiliated with any security threat group, street gang, containing nudity or vulgar wording must be concealed during work hours.
- G. Jewelry (rings, watches, necklaces, bracelets, tie tacks, pins, buttons, and earrings) may be worn; however, staff members may not wear jewelry/accessories that may constitute a safety hazard, disrupt the workplace, interfere with job performance or are otherwise deemed inappropriate by a supervisor. The following apply only to those staff assigned to an institution:
1. Male uniform staff may not wear earrings.
 2. Female uniform staff may wear stud-type earrings in the ear. Dangling or over-sized earrings pose a safety hazard and are not allowed to be worn by staff assigned to work within an institution.
 3. All necklaces must be worn inside the shirt/uniform. Exceptions may be considered for medical alert necklaces.
 4. No "Smart Watches".

5. No facial jewelry, such as rings, posts, studs, bars or other foreign material worn in the eyebrow, nose, lip, tongue or other exposed body part. Ear spacers are not permitted.
- H. All DOC staff will be issued a department photo identification cards and/or badge upon employment with or assignment to the DOC. Staff working in or entering a DOC facility are required to wear their ID or badge in a visible manner.
1. Community corrections staff (Parole and Division of Juvenile Services) are required to carry their DOC ID and/or badge on their person while on duty.
 2. DOC identification cards or badges may not to be used or presented to misrepresent official capacity or authority.
 3. Lost identification cards or badges must be immediately reported to a supervisor.
- J. Staff members assigned to specific areas of a DOC institution, i.e., food services, health services, prison industries, maintenance, may be required to adhere to specific dress standards necessary to maintain and adhere to additional health, safety or sanitation standards or requirements. At a minimum, DOC dress and grooming standards shall apply.
- K. Requests for accommodation by staff will be considered on a case-by-case basis. The DOC will make efforts to accommodate medical, religious or cultural customs, given the legitimate penological interests of the DOC. Staff shall submit requests for accommodation involving dress or grooming standards to their direct supervisor.

2. Grooming Standards:

- A. Personal grooming and hygiene standards will be maintained by all staff while on duty. Regular bathing and use of deodorant is required.
- B. Hair will be clean, well groomed and maintained so as not to constitute a safety issue or health concern.
1. Uniform staff's hair will not be dyed in unnatural colors (blue, pink, green, purple, etc.).
 2. Uniform staff will not wear hair in a "mohawk" or "spiked". Haircuts with visible symbols, letters or graphics shaved or braided into the hair are prohibited.
 3. Male uniform staff hair cannot extend past the top collar of the shirt. Hair in the front shall be groomed so it does not touch the eyebrows. Exceptions may be granted by the Warden for medical, cultural or religious reasons, on a case-by-case basis.
- C. Facial hair requirements for male uniform staff:
1. Sideburns cannot extend below the bottom of the ear. Mustaches cannot extend below the corners of the mouth. Mustaches shall not extend over the lip or beyond the corners of the mouth. Handle-bar type mustaches are not permitted.
 2. Male uniform staff may have a beard. No neck hair, must be trimmed.
 3. All facial hair shall not exceed $\frac{1}{4}$ inch in length.

3. DOC Issued Personal Body Alarms, Radios and Oleoresin Capsicum (OC):

- A. All staff, trained volunteers, and tour participants entering the secure perimeter of the DOC facility, will be issued a personal body alarm.
- B. Personal body alarms will be distributed by control room staff prior to admittance to the facility. Those receiving a body alarm will be instructed on the use of the alarm. Body alarms must be returned to the issuing control room when exiting the facility/secure perimeter unless the alarm has been permanently issued to the staff member.
 - 1. When escorting a tour group/visitor, the escorting staff member will be equipped with a DOC issued radio.
- C. Each staff member issued a radio is expected to be familiar with and follow proper DOC radio protocol. Staff will use and be familiar with the approved "10 signals" and radio emergency codes. Radios may be issued to staff who have been properly trained in use of a DOC radio.
- D. Staff assigned to supervise adult offenders may be required to carry Oleoresin Capsicum (OC) spray.
 - 1. The Warden or Director will determine the need and distribution of authorized OC containers to designated staff based on the potential risk factors and contact with offenders.
 - 2. All staff issued OC must be properly trained regarding the use and requirements that apply to OC prior to being permitted to carry OC while on duty.

4. Off-Duty Display of the Uniform:

- A. It is understood uniform staff may wear a DOC issued uniform/clothing (identifiable by the DOC logo or lettering) in whole or part, when traveling to and from work.
- B. Uniforms or other DOC issued clothing may not be worn while engaged in any of the following:
 - 1. Any activity that would bring question, disgrace or discredit to the uniform or DOC, or reflect negatively on the DOC, corrections profession or otherwise degrade or detract from the professionalism, ethics and standards of conduct expected and required of DOC staff.
 - 3. Wearing the uniform or parts of the uniform during recreational or social activities, unless otherwise approved.
 - 4. Entering an area of any establishment that provides gambling equipment, such as a casino, with the intent of using such equipment. This includes but is not limited to video-lottery, slot machines, poker/black jack tables, etc.
 - 5. Entering any establishment that derives its major business from the sale of alcohol. This includes but is not limited to bars, taverns, nightclubs, liquor stores, pubs and sport bars.
 - 6. While consuming alcohol.
 - 7. Wearing the uniform while performing duties of other employment or for the purpose of misrepresentation.
 - 8. Entering or frequenting any establishment or site that derives its major business from the sale of pornographic or sexually-oriented materials, (books, magazines, sexual devices, videos); or where

sexually-oriented entertainment or services are sold, observed, offered or engaged except in the necessary performance of assigned duties.

- C. Posting to social media or other public forum any photo, recording or image of a staff member, identifiable as a staff member of the DOC by their uniform, DOC issued clothing or visible symbols representing the DOC, which depicts conduct that adversely impacts the DOC, violates applicable DOC policies, is inconsistent with the mission, vision and values of the DOC or compromises the staff member's ability to adequately perform their assigned duties is not permitted.

5. Uniform Staff:

- A. The authorized uniform worn by uniform staff will consist of a coat and/or jacket, sweater, shirt, trousers, tie, belt and name tag, all issued by the DOC. For the first year of service (2080 hours), each correctional officer must supply his/her own black shoes or boots. Incomplete uniforms are not allowed. Staff will not mix uniforms.
1. Winter coats, jackets, sweaters and uniform shirts shall have the respective facility's patch sewn one inch (1") or one and one-half inches (1 ½") below the left shoulder seam.
 2. An approved American flag will be sewn on the right shoulder of winter coats, jackets and on uniform shirts. The United State Flag patch shall be sewn one inch (1") or one and one-half inches (1 1/2") below the right shoulder seam.
 3. Approved and authorized pins or insignias may be worn on jacket collars. SCO pins must be centered one half inch (1/2") above the right pocket of the shirt. Longevity pins must be centered on the left pocket cover of the shirt.
 - a. Hash marks (1- Hash mark for every three (3) years of service) will be worn on the left sleeve of the new style jackets. The hash mark will be centered on the sleeve directly below the DOC patch, four (4") inches up from the sleeve cuff.
 - b. Cloth badges will be centered above the left pocket so that the center point of the bottom of the star is one half (½") inch above the left pocket of the shirt.
 - 1) If the badge holes are not covered, adjust accordingly.
 - c. Uniform staff with the rank of Sergeant or above will wear an approved metal badge on their shirts and on their winter jackets.
 - d. All Corporals and above will wear their rank insignia on the lapel of the new style jackets. The insignia will be centered on the lapel one-half (½") inch up from the shoulder.
 4. The sleeves on shirts are not allowed to be rolled up.
 5. A tie or an approved "dickey" must be worn when conducting official business off the facility such as inmate transports, hospital duty, courtroom appearances, etc. Only "clip on" ties are authorized.
 - a. The Warden may require a tie be worn during VIP tours and inspections.
 - b. When a tie is not worn, only the top button of the shirt may be unbuttoned.
 6. Only plain white T-shirts may be worn underneath the approved shirt.

7. Only black socks may be worn with low-cut shoes.
 8. The approved belt must be worn at all times.
 9. Issued baseball style caps with a stenciled DOC star may be worn.
 10. When the weather and particular duty requires, an approved stocking cap, gloves, coveralls or bib-overalls may be worn.
 11. Authorized uniform/belt accessories include:
 - a. Flashlight with a case
 - b. A black or brown pouch for disposable gloves
 - c. An appropriate tie clasp
 - d. Cuff case/cuffs
 - e. Key clip/holder
 - f. OC holster
 - g. CPR micro shield/pocket mask
 - h. DOC issued badge/ID
 - i. Body alarm
 - j. Radio/holster
 - k. Duty firearm and magazine(s) secured within the issued belt-type holster- authorized staff only
 - l. Protective vest, when issued a DOC firearm
 - m. Approved telephone case/telephone
 12. Additional standards may be issued in writing by the Warden or designee. Exceptions due to medical or religious/cultural reasons will be referred to the Warden or designee for consideration on an individual case-by-case basis.
- B. Uniform staff with the rank of Corporal or Sergeant will have the proper chevron indicating the rank on both sleeves of the winter coat, jacket and long-sleeved shirt(s). When wearing short sleeved shirts, officers with the rank of Corporal and Sergeant shall wear pins showing the chevrons of the officer's rank on the collar points.
- C. Uniform staff with the rank of Sergeant and above will wear white shirts as a part of their authorized duty uniform.
- D. Only regulation uniforms shall be worn. Uniforms shall be clean, in good condition and void of stains or patched areas. Uniforms shall fit properly, without excessive bagginess or tightness in the trousers or shirt.

6. Uniform Issue, Return and Exchange:

- A. Uniform staff will be issued an initial uniform supply consisting of one (1) jacket with liner, two (2) pair of trousers, three (3) shirts, two (2) name tags, one (1) belt, one (1) necktie or dickey, ID card, training manuals, four (4) numbered chits, radio, radio case, handcuffs, cuff case, cuff key, key clip/holder, CPR micro shield, raincoat. Staff authorized to carry DOC issued chemical agents (OC) will carry this in a designated holster.
- B. Staff failing to complete the 1040-hour probationary period will be required to turn in all issued items in appropriate condition. Staff will pay for total cost of any item returned in unserviceable condition.
- C. Staff completing the 1040-hour probationary period but who fail to complete an additional 1040 hours of consecutive employment, will be required to turn in all issued items in appropriate condition. Staff will be required to pay ½ the cost of any item returned in unserviceable condition.
- D. Upon completion of 2080 hours, each uniform staff will be issued two (2) additional shirts and one (1) additional pair of pants.
- E. Issued uniform items that are unserviceable may be exchanged through the staff member assigned to oversee issuance of uniforms.
- F. All issued clothing and equipment shall be turned into the appropriate supervisor upon termination/separation of employment. All uniforms and accessories issued by the DOC to staff, remain the property of the DOC and must be returned to the DOC when no longer in service.

7. Uniform Purchase:

- A. Uniform items may only be purchased through the staff member assigned to oversee issuance of uniforms.
 - 1. Officers may purchase additional authorized uniforms or equipment at his/her own expense.
 - 2. Issued uniform item(s) damaged in the line of duty may be replaced at no expense to the staff member by the DOC, with approval by the Deputy Warden.
 - 3. Staff may be held responsible for replacement of uniform items damaged, altered, destroyed or lost through acts of negligence.

8. Uniformed Staff Footwear Allowance

- A. DOC provides each uniformed staff member with up to \$60.00 footwear allowance, annually. Footwear must provide safe, secure footing and offer protection against hazards (all weather with slip resistant soles, when possible). Boots shall be plain toed, design free and solid black in color.
 - 1. An additional \$60.00 footwear allowance annually may be made for staff assigned to special teams.
- B. Allowance date is one year from last purchase date.
- C. The DOC reserves the right to make a final determination regarding all footwear. Staff who purchase footwear that is deemed unacceptable must return the footwear and purchase appropriate footwear.

9. Footwear Purchasing Protocol:

- A. Footwear will be purchased by the staff member while off-duty.
- B. Most vendors/retailer accept state vouchers. Staff making the purchase is responsible for verifying vouchers are accepted by the vender/retailer prior to purchase.
 - 1. Purchase order will be for \$60.00.
- C. Purchase orders must be used within 30 days of issued date.
 - 1. Extensions may be obtained through the through the staff member assigned to oversee issuance of uniforms.
- D. Staff will return the signed copy of the purchase order and copy of the sales receipt to the uniform staff person or the business office.
 - 1. Vendor gets the white copy.
 - 2. Purchaser gets the yellow copy.
 - a. Purchaser returns the yellow copy to the business office, with the invoice, after the shoes/boots are received.
 - b. Business office gets the pink copy.
 - 3. The staff member is responsible for any amount of the purchase exceeding the amount provided on the voucher.
 - a. Example: Boots cost \$100.00. The state will pay up to \$60.00. Staff must pay \$40.00 difference.

10. Uniform Staff Footwear Requirements:

- A. Footwear shall be black in color.
 - 1. Law enforcement or military style, if possible.
 - a. Cowboy style boots are allowed.
 - b. Walking shoes, athletic shoes are allowed provided they can be properly shined with polish, (no-canvas).
 - 2. Shoe material must be polished (if possible) and in good repair/condition. Approved material includes:
 - a. Leather.
 - b. Vinyl.
 - c. Simulated leather.

11. Responsibility and Oversight:

- A. Supervisors shall be responsible for ensuring compliance with this policy. Intentional, willful violations by a staff member will be documented by the supervisor. Violation of dress and grooming standards is subject to disciplinary action. Any staff member disputing the application of the standards contained within this policy may request resolution through the appropriate chain of command.
1. Staff with questions or concerns about dress and grooming standards, shall contact their supervisor.
- B. Any staff member who does not meet the standards of this policy may be required to take corrective action, which may include leaving the premises to correct any deficiency and become in compliance with this policy before being permitted to return to duty.

V Related Directives:

DOC policy 1.5.D.1 [Inmate Visiting](#)

VI Revision Log:

March 2002: Added flip-flop sandals to On Duty C.

December 2003: Revised policy into separate sections on dress and grooming. Added a reference to casual days. Added restrictions on wearing earrings.

December 2007: Added the Warden's authority to restrict certain facial hair/beards etc. in certain jobs. Changed CEO to the specific facility/agency supervisor as applicable. Minor style/format changes throughout the policy.

November 2008: Revised formatting of policy in accordance with DOC policy 1.1. A.2. Added definition of thongs and flip flops. Revised wording of and deleted thongs in ss (D) of On Duty Dress Standards.

November 2009: Replaced earrings with piercing jewelry in ss (E2 of on Duty Dress Standards).

Added ss (B1 of On Duty Grooming Standards) regarding dying hair an unnatural color is prohibited.

November 2010: Revised formatting of Section I. Deleted definition of flip flops. Revised ss (D of On Duty Dress Standards) to reference closed toed shoes.

January 2012: Deleted "Non-Public" and Replaced with "Public". Added A. "Wardens, the Superintendent of STAR, the Executive Director of the Board of Pardons and Paroles, and Director of Community Corrections may implement operational memorandums describing facility/department specific dress codes, mandatory equipment, and dress/grooming standards for DOC staff members." to Section 1 Renumbered remainder of Section 1. Added 3. and 4. in Section 1 B. Deleted "denim" in Section 1 B.1. Added "informal or casual" to Section 1 B. 3. Added a. and b. to Section 1 C. 4. Added "or is inappropriate or offensive" to Section 1 E. Deleted 2. "Female staff is only permitted to wear piercing jewelry in their ears" in Section 1 E. Deleted "as noted in this section" and Replaced with "in their ears" in Section 1 E. 2. Added "by the Warden, Superintendent, Director or his/her designee" to Section 1 F. Added Section 3 "Off Duty/Non-Job-Related Activities".

December 2012: Added "Employment" and "specific situations" to Section 1 C. 1. Added "Staff supervisors may make the final determination of what jewelry may be worn by a staff member during the performance of their assigned duties" in Section 1 F.

October 2013: Added language from institutional OM's into the policy. Numerous other revisions made to the policy. Changed title from "Employee Dress and Grooming Code" to "Staff Dress and Grooming Standards".

November 2014: Added "watches" and "tie tacks, pins, buttons" in Section 1 E. Added "graphics" to Section 2 B. 2. Added "Hair in the front shall be groomed so it does not touch the eyebrows" in Section 2 B. 3. Added "Mustaches shall not extend over the lip or beyond the corners of the mouth and shall be neatly trimmed" in Section 2 C. a. Added "Staff are authorized to carry DOC issued chemical agents within the designated holster upon demonstrating competency and completing the required DOC training" to Section 6 A.

November 2015: **Added** “staff trained in SCBA” in Section 2 C. **Deleted** “Non-Job-Related Activities” and **Replaced** with “Display of the Uniform” in title of Section 4. **Revised** numbering in Section 4 and **Added** 6. and 7. to Section 4 A. **Added** 3. to Section 7 A.

May 2016: **Added** “Staff assigned to an institution housing DOC offenders will wear attire that is recognizable and distinguishable from inmate attire” in Section 1 A. 3. **Deleted** “Superintendent” in Section 1 C. **Added** “and/or badges” in Section 1 F. **Added** 2. to Section 1 F. **Deleted** “supervisor” and **Replaced** with “The Secretary of Corrections, Warden, Director or designee” and **Added** “on a case-by-case basis” in Section 1 H. **Added** “Exceptions may be granted by the Warden for cultural or religious reasons, on a case-by-case basis. Staff may request an exception by contacting their supervisor or the Warden” in Section 2 B. 3. **Added** “may reflect negatively on the DOC” in Section 4 A. 1. **Added** “except in the necessary performance of assigned duties” in 4. and 5. in Section 4. A. **Added** “incomplete uniforms are not allowed. Staff will not mix uniforms” in Section 5. A. **Added** h.-k. to Section 5 A. 11. **Added** “on an individual case-by-case basis” in Section 5 A. 12.

November 2016: **Reviewed** with no changes.

July 2017: **Added** “It is the policy of the DOC that all staff members will present a professional, businesslike image while on the job. Each staff member’s dress, grooming and personal hygiene will be appropriate to the work situation and create a favorable role model and public image” **Deleted** “Dress and grooming standards for staff members during the performance of assigned duties will be appropriate and reflect a professional appearance” and **Replaced** with “Certain employees may be required to meet special dress, grooming and hygiene standards, such as wearing uniforms or meeting certain safety-related grooming standards, depending on the nature of their job” in Section 1 A. **Added** “members of the Parole Board” and “those issued a DOC ID” to the definition of “Staff Member”. **Added** B. and C. to Section 1. **Revised** 2 and 3 in Section 1 C. **Added** definition of “Uniform” and Uniformed Staff”. **Added** “Staff who choose not to wear the approved casual dress will report to duty in business professional, business casual dress of their DOC issued uniform” in Section 1 E. 2. **Added** “This will be determined by the trainer/instructor” in Section 1 E. 1. **Added** 3. to Section 1 E. **Added** G. to Section 1. **Added** K. to Section 1. **Added** k. to Section 5 A. 11. **Added** “Shoes/boots must provide safe, secure footing and offer protection against hazards” in Section 8 A. Revised language in Section 11 and **Added** 1. to Section 11 A.

November 2017: **Added** F. to Section 4.

November 2018: **Added** “free of wrinkles” in Section 1 B. 1. **Added** “While not an inclusive list,” and **Added** “gang affiliation” “nudity” and “political in nature” in Section 1 B. 5. **Added** “Jeans may not have large holes or tears which expose skin” in Section 1 D. 3. b. **Added** “All staff working within a DOC institution shall wear closed toe footwear” in Section 1 E. **Deleted** “a maximum of one pair” and **Added** “by staff assigned to work within an institution who have contact with inmates” in section 1 G. 2. **Added** 3. and 4. to Section 1 G. **Added** “ear spacers” to Section 1 G. 5. **Added** 3. to Section 1 H. **Deleted** C. “Facial hair can interfere with the proper operation of the Self Contained Breathing Apparatus (SCBA) masks. Uniform staff trained on SCBA and required to wear respiratory devices may grow mustaches and/or sideburns only” in Section 2. **Added** 2. and 3. to Section 2 C. **Added** “Radios may be issued to staff who have been properly trained in use of a DOC radio” in Section 3 C. **Added** “All uniforms and accessories issued by the DOC to staff, remain the property of the DOC and must be returned to the DOC when no longer in service” in Section 6 F. **Added** 2. to Section 9 B.

Denny Kaemingk (original signature on file)

Denny Kaemingk, Secretary of Corrections

12/11/2018

Date