



# Policy Revision Request

Requestor Name Jeff Olson Emp # 4425

This revision applies to Existing Policy

If new, recommended section \_\_\_\_\_

This revision is necessary to comply with Best Practices

Whom does this revision affect? Department

This revision has an unbudgeted financial impact of \$ 0

**Brief reason for the revision:**

Policy 924.4 states that “every reasonable effort should be made to conceal tattoos or other body art.” Tattoos and body art have become prevalent and more accepted in society. Their acceptance is also a sign of inclusion in the norms of a changing population. Case in point, the APD Recruiting website contains multiple images of APD employees with visible tattoos. This would technically be a violation of existing policy.

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## 924.4 TATTOOS

~~While on duty or representing the Department in any official capacity, every reasonable effort should be made to conceal tattoos or other body art.~~ At no time, while on duty or representing the Department in any official capacity, shall any offensive tattoo or body art be visible. Examples of offensive tattoos would include, but not be limited to, those that depict racial, sexual, discriminatory, gang-related, or obscene language. No tattoo or body art, regardless of content, located on or above the neck, shall be visible at any time while on duty or representing the Department in any official capacity.