



GOFFSTOWN POLICE DEPARTMENT

GENERAL ORDER NO. 302.2		DATE OF ISSUE: 01/31/20	EFFECTIVE DATE: 01/31/20	REVISED DATE:
SUBJECT: TATTOO AND BODY PIERCING				
ISSUING AUTHORITY: CHIEF ERIC M. SERENO	Page 1 of 2	__X__NEW __AMENDS ___RESCINDS		

NOTE: This written directive is for the internal governance of the Goffstown Police Department, and as provided by RSA 516:36, is not intended and should not be interpreted to establish a higher standard of care in any civil or criminal action than would otherwise be applicable under existing law.

PURPOSE: The purpose of this general order is to set forth guidelines to ensure uniformity in appearance of all members of the Goffstown Police Department.

POLICY: It is the policy of the Goffstown Police Department to recognize that a good "first impression", instills public confidence in the professional ability of the Department and its members. It is the policy of the Goffstown Police Department to present a professional image and appearance to the citizens of Goffstown while in the performance of our official duties. In order to maintain this professional image and appearance, restrictions will be placed on tattoos.

DEFINITIONS:

Inappropriate Tattoo – A tattoo is considered inappropriate if it depicts gang related images, racially inappropriate images, sexually suggestive or explicit images, is extremist, or any tattoo that undermines the Town of Goffstown or the Goffstown Police Department in images or words.

Offensive Tattoo – A tattoo is considered offensive if it depicts, describes or refers to intolerance of or discrimination against any race, color, preference, creed, religion, gender, national origin, sexual orientation; or is commonly associated with any organization or group which advocates such intolerance or discrimination; or it brings discredit upon the Town of Goffstown or the Goffstown Police Department or violates a reasonable person’s standard of decency or morality.

Tattoo – Includes any tattoo, scar branding, mark or other permanent or temporary body art or modification deliberately placed on the body for purposes of decoration, ornamentation or adornment. The term tattoo shall not apply to medically necessary procedures or with written permission from the Chief of Police cosmetic procedures such as permanent eyeliner or lipstick.

Visible Tattoo – Any tattoo which is visible if the member were wearing the standard short sleeve police uniform. Visible Tattoo(s) on any portion of the face, neck, head or hands shall be prohibited with the exception of a wedding ring tattoo on the left ring finger.

Body Piercing - Refers to the piercing of a part of the human body for the purpose of wearing jewelry in the opening created.

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PROCEDURES:

I. RESPONSIBILITIES

A) Any member discovered to be in violation of this policy will be subject to disciplinary action, up to and including termination.

B) Any applicant seeking employment with the Goffstown Police Department, sworn and non-sworn, who has visible tattoos as defined above, shall be allowed to complete the initial testing and oral board interview portion of the testing process. If the applicant successfully completes these portions of the hiring process, the applicant's visible tattoos will be examined by the background investigator and each tattoo will be documented. Once the tattoos are documented, the Chief of Police or their designee will determine if the tattoos are inappropriate and/or offensive. If the tattoos are found to be inappropriate and/or offensive, the applicant will be disqualified from the hiring process.

C) Current members of the Goffstown Police Department are prohibited from having or acquiring tattoos, whether covered or not, that are considered inappropriate and/or offensive. The Chief of Police can make the final determination on whether a tattoo is deemed appropriate or inappropriate.

II. Body Piercing

A) Body piercing or alteration to any area of the body visible in any authorized uniform or attire, and while on duty or representing the Department in any official capacity that is a deviation from normal anatomical features and which is not medically required is prohibited. Such body alteration includes, but is not limited to: (a) Tongue splitting or piercing. (b) The complete or transdermal implantation of any material other than hair replacement. (c) Abnormal shaping of the ears, eyes, nose or teeth (d) Branding or scarification. (e) Or facial piercings.

Source: Hudson NH PD & Bakersfield PD

WRITTEN BY: Michelle Provencher

REVIEWED DATE: 01/20/20

ADOPTED DATE: 01/20/20

SIGNATURE OF CHIEF:  DATE: 1/28/2020