



Purpose

To ensure all Uniformed CFD Members understand parameters that must be adhered to regarding health & safety and professional image standards for hair, make-up and the wearing of jewelry.

Procedure Statement

All parameters outlined in this procedure are for the purpose of improving health and safety while projecting a professional image for the department. Those that are specific to professional image have been reviewed from a hazard and risk perspective to as best as possible to insure member safety.

Professional image is the projection or visual link that creates an impression of positive character and operational competence. This is achieved through the personal presentation by all staff in a manner that is polished, deliberately well-groomed and in conformance with standardizing policy. While the following procedure must be adhered to as a minimum it is not considered to be comprehensive in addressing all possible ways in which Members may present themselves. In general, all Members shall adhere to an overarching principle of representing the department in a manner that supports our 4 core values of pride, professionalism, teamwork, and respect.

As no standard can cover all contingencies, Uniformed Members must exercise a certain amount of good judgment in their choices of hair and jewelry. If you are uncertain about the standards, consult with your supervisor.

Uniformed Members in #2 & #3 Dress	Uniformed Members in #1 Dress
Hair	
Uniformed Members will wear their hair in a style which is neat in appearance and professional in nature, and does not create a health and safety hazard in the execution of their duties.	Uniformed Members will wear their hair in a style which is neat in appearance and professional in nature.
Hair will not extend past the top edge of the shirt collar measured while standing at attention or will be tied back at the nape of the neck into a bun, single pony tail, or professional braid.	Hair will not extend past the top edge of the shirt collar measured while standing at attention or will be tied back at the nape of the neck into a bun or single professional braid.
Will be of natural shade and colour.	Will be of natural shade and colour.
Hair depth, including bun, will not exceed 50mm and will otherwise generally contour to the shape of the head.	Hair depth, including bun, will not exceed 50mm and will otherwise generally contour to the shape of the head.
During active operations, or in any other situation where a potential for entanglement exists, ponytail or braid must be tucked down the back of the shirt, duty coat or coveralls.	N/A
Facial Hair	
Will be of natural shade and colour.	Will be of natural shade and colour.
Sideburns shall be cut level and shall not extend below the bottom of the earlobe. They must be	Sideburns shall be cut level and shall not extend below the bottom of the earlobe. They must be



kept neat, trimmed and not interfere with the proper seal of respiratory protection.	kept neat, and well-trimmed.
Beards, including partial beards, are not permitted to ensure a proper seal of respiratory equipment. Members will be clean shaven at start of shift without expectation to repeat during an operational period.	Beards, including partial beards, are not permitted.
Moustaches must be kept neat, trimmed and clean-shaven to within 10 mm of the corner of the mouth and 10 mm below the centre line of the mouth to ensure a proper seal of respiratory equipment.	Moustaches must be kept neat, trimmed and clean-shaven to within 10 mm of the corner of the mouth and 10 mm below the centre line of the mouth.
Jewelry and Adornments	
Hair adornments are not permitted other than those of an unobtrusive nature for the purpose of securing ponytails, braids and buns. Any adornments used for this purpose must not be an entanglement hazard or have any risk of interfering with Personal Protective Equipment (PPE).	Hair adornments are not permitted other than those of an unobtrusive nature for the purpose of securing buns or braids.
Silicon or rubber rings are permitted. If worn, rings must be low profile and non-obtrusive, and must not be vulgar or objectionable in nature. While performing non-operational roles, Members may wear rings made from other materials, which must be removed in the event that they are required for an operational activation.	Rings are permitted if non-obtrusive, and not vulgar or objectionable in nature.
Wristwatch, wrist fitness monitor, silicon or similar bracelets, or a medic alert bracelet may be worn on either wrist provided it is snug enough to prevent a snagging hazard.	Wristwatch, wrist fitness monitor, silicon or similar bracelets, or a medic alert bracelet may be worn on either wrist.
Ear jewelry is to be limited to low profile, unobtrusive, pierced, single stud type earrings located in the lobe. Face jewelry including tongue studs are not permitted.	Ear jewelry is to be limited to unobtrusive, pierced, single stud type earrings located in the lobe. Face jewelry is not permitted.
Necklaces of a non-flammable material may be worn inside a shirt.	Necklaces may be worn inside a shirt.
Make-up and Esthetics	
Make-up must be minimal and look professional in nature.	Make-up must be minimal and look professional in nature.
Fingernails are to be natural, moderate in length, well-groomed and appropriate in appearance.	Fingernails are to be natural, moderate in length, well-groomed and appropriate in appearance.
Synthetic hair pieces, synthetic extensions, synthetic eyelashes, etc. are not permitted.	Synthetic hair pieces, synthetic extensions, synthetic eyelashes, etc. are not permitted.



Accommodations

Any uniformed member may apply for long term or permanent accommodation to the above requirements for reasons of religion, faith or personal conviction. Temporary accommodations are required for transition from short to long hair styles. Applications must be submitted in writing through the chain of command to the Fire Chief. Application for Permanent accommodations must include an explanation and background information for the request. At the discretion of the Fire Chief any approvals may include conditions or time limits for the accommodation and any other stipulations considered necessary for the specific circumstance.

Applicable To

Uniformed Members, Uniformed Day Support Staff, Operations Support Chief Officers

Policies Supported by this Procedure

[Professional Appearance & Dress Code](#)

References

- Hair Poster Standards for CFD Uniformed Members: (on hold – Manager Business Process Support to advise release of Poster once complete)
- [CFD Glossary of Standard Terms](#)
- Accreditation Reference: None