

**FWC Division of Law Enforcement
Interim Policy Memorandum
IPM 18-03**

DATE: October 23, 2018

TO: All Members

FROM: Colonel Curtis Brown
Director, Division of Law Enforcement

SUBJECT: Beards

This Interim Policy Memorandum provides guidance to Division members by establishing procedures for wearing authorized facial hair, including beards. The guidance provided herein shall remain in effect until these policies and procedures are revised, rescinded, incorporated in an existing written directive, or promulgated in a new written directive.

Policy

A It is the policy of the FWC Division of Law Enforcement that all members, while in the performance of their official duties, present a professional appearance consistent with this Interim Policy Memorandum, General Order 23, and any other applicable Commission policies.

Responsibilities

- A** A supervisor shall monitor the appearance of facial hair for applicable personnel under his or her command.
- B** Sworn members shall wear authorized facial hair in a manner which enhances the public image of a professional law enforcement officer and in compliance with this Interim Policy Memorandum.

Procedures

- A** Members shall notify their immediate supervisor in writing (e-mail is sufficient) of their intention to grow authorized facial hair.
- B** A member must start the growth of facial hair while on the members days off (two days minimally); members shall not be permitted to maintain an unkempt appearance because of a simple failure to shave.
- C** Unless otherwise approved, mustaches, goatees, and beards shall be kept neatly trimmed. The wearing of facial hair shall not interfere with the use of a respirator/mask and shall be modified to accommodate Division equipment when operationally required.
- D** Facial hair shall not be colored or dyed in an unnatural shade or color.
- E** If a member cannot grow facial hair in areas of the face to meet the requirements of this policy, then the member shall not be allowed to have facial hair.
- F** Authorized facial hair shall not exceed ½ inch in length.
- G** Authorized facial hair is defined as:
 - (1)** A mustache that does not protrude below the top of the upper lip or more than ½ inch past the corner of the mouth on the side,

IPM 18-03

- (2) A goatee that meets the guidelines for a mustache and covers the chin, but does not extend back more than $\frac{3}{4}$ inch toward the throat,
- (3) A beard that meets the guidelines for a goatee and follows the jaw line but does not extend down more than $\frac{3}{4}$ inch from the crease of the neck toward the throat/neck or up onto the cheek under the eye.
- H** Authorized facial hair shall always be kept neatly trimmed and clean with the remainder of the face kept clean-shaven.
- I** The growing of variations of the above, i.e. chin curtain, soul patch, handlebar mustache, mutton chops, thin beard lines, odd designs, and other similar styles is prohibited.