

Amended May 2, 2015

## **Tattoos and Body Piercings**

Body piercing and body art in the form of tattoos and other skin pigment alterations is a personal choice. Body piercings and body art must be appropriate to the Community Park employment setting. Management reserves the right to ask an associate to remove or cover any tattoos or body piercings that they deem to be inappropriate for viewing by the general public, patrons, and other employees or do not conform to employment expectations that may interfere with job performance.

Further clarification on what is acceptable for body piercings, body art, tattoos, and skin pigmentation:

- Earrings, body piercing jewelry, and tattoos are permitted provided they are not considered offensive or excessive, as deemed by management. Piercings must not interfere with the required job responsibilities or they will have to be removed during work hours.
- Tattoos that may violate employee expectations or work-place standards, as deemed by management, may be asked to be covered. If covering of such tattoos interferes with the employee's ability to perform lifeguard duties, the employee will be asked to leave the workplace and forfeit their work shift. Examples are (but not limited to), tattoos that cover a large area of the body that are visible, that contain content that is profane or contain offensive language, are derogatory, sexual in nature, or display depiction of acts generally considered to be in poor taste, or facial tattoos.