



City Manager's Office
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TO: All City Employees
FROM: John A. Titkanich, Jr., City Manager
DATE: March 3, 2017
SUBJECT: Revised Tattoo Policy

Effective immediately, tattoo criteria under Section 6.20 (Personal Appearance) of the adopted Employee Handbook is hereby revised and expressed below:

Tattoos are generally discouraged and any visible tattoos or markings above the collarbone, such as the neck, head, face, tongue, lips, and/or scalp, are expressly prohibited. Tattoos visible on the body that are detrimental to good order, discipline, and morale or are of a nature that brings discredit to the City of Cocoa must be covered at all times while on duty. For example, tattoos that are sexually explicit, and/or advocate discrimination based on sex, race, religion, ethnicity, or national origin must be covered at all times while on duty. In addition, tattoos that symbolize affiliation with gangs, supremacist or extremist groups, or advocate illegal drug use must be covered at all times while on duty. Tattoos must be covered with opaque clothing, skin-toned adhesive bandages, or tattoo covers.

Violations of the above policy will be evaluated and discipline will be meted in accordance with the Employee Handbook and or respective Collective Bargaining Agreement.

Lastly, I encourage each employee to exercise appropriate judgement and be mindful that we are public employees when considering and selecting a tattoo design consistent with the above revised policy.

