


**Blount County  
Government  
Human Resources Dept.**

# Memo

**To:** Human Resources Committee

**From:** Jaclyn Johnson, Director of Human Resources and Payroll 

**cc:**

**Date:** July 16, 2024

**Re:** 2024 Blount County Government Employee Handbook Changes

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Blount County Government Human Resources Department is proposing changes to the Grooming Standards policy currently in place. The current policy does not align with the Crown Act of 2022 which passed the State of TN as well as the US House of Representatives. At the suggestion of our employment attorney, we propose that the Grooming Standards policy be amended as follows:

## Grooming Standards

- Hair should be neat and clean;
- Hair length, style and color should be appropriate for the job;
- Facial hair (for males) should be clean;
- Jewelry should be appropriate for the work setting and convey a professional appearance;
- Visible piercings should be limited to the ear;
- Refrain from wearing perfumes or using lotions with a strong odor which could be offensive to coworkers;
- Visible tattoos should be covered during work hours.

The current policy states:

### Grooming Standards

- Hair should be neat, clean and trimmed;
- Hair length, style and color should be appropriate for the job;
- Any hair style which projects an unprofessional appearance should not be worn while working
- Facial hair (for males) should be clean and neatly trimmed;
- Jewelry should be appropriate for the work setting, convey a professional appearance and should not be excessive;
- Visible piercings should be limited to the ear;
- No other body piercings that are visible are allowed;
- Refrain from wearing perfumes or using lotions with a strong odor which could be offensive to coworkers;
- Tattoos that are visible must always be covered during work hours.