



METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE

Roll Call Training: Policy Briefing

MNPD FORM 101
Rev. Feb. 2020

Table with 3 columns: SUBJECT, REVISED, RESCINDS, REFERENCE, EFFECTIVE DATE, DISTRIBUTION.

I. PURPOSE

The purpose of this roll call training document is to notify all employees regarding a change to the MNPD Manual, pending formal revision to the Manual, regarding religious head coverings for sworn employees.

In accordance with the current requirements, supervisors shall ensure all employees under their command are aware of this document and acknowledging they have received notice of the information and accept responsibility to follow the directive(s) contained herein.

II. KEY POINTS TO COVER DURING ROLL CALL TRAINING

While the dress code applies to all MNPD employees, consistent with the core principle that the MNPD does not discriminate against any employee because of that person's race, color, religion, sex, sexual or gender orientation, national origin, age, disability, handicap, or veteran status, the department is committed to making reasonable accommodations for an employee related to religious head coverings.

The following is a new subsection to Department Manual, 8.20.070, Uniform Components, F. Other Headwear:

4. Religious Head Covering for Sworn Employees

- a. If, for sincerely held religious beliefs, you wish to wear a religious head covering as part of the daily sworn duty uniform, the head covering must be neat and presentable and not otherwise prevent the employee from fulfilling all of the normal assigned duties.
b. Such head covering material must be of a matte finish and in the main uniform color of navy blue. Such head covering shall be made of material that is not a fire or safety hazard; wool-based fabrics are preferred. For safety reasons, the head covering should be easily removable or "break-away" with the use of fasteners such as press studs or Velcro for quick release. The head covering shall not include any MNPD badge or insignia.
c. If you wear a head covering for religious reasons, you must:
(1) keep your face and any MNPD issued insignia, numbering or name badge visible,
(2) be able to wear an issued hat, helmet or mask if the situation requires, whether by removing your religious head covering or by wearing a small, close-fitting religious head covering under your duty helmet, hat or mask, and
(3) tuck the ends of the religious head covering inside your collar when wearing the issued uniform or jacket.

Officers are further encouraged, for any questions or concerns, to check with your supervisory chain of command.