

# **SMART Apparel Policy**

## **Purpose:**

The citizens of Erie County have an expectation that SMART volunteers and staff be well groomed and neat. These characteristics present a professional image to the public and gives them assurance and confidence during an emergency.

SMART volunteers may not wear any SMART apparel, be photographed wearing any part of the apparel, utilize SMART ID, patch or other official insignia, or cause to be posted, published, or displayed, a photograph as a SMART volunteer in order to:

- a. Endorse, support, oppose or contradict any political campaign or initiative.
- b. Endorse, support, oppose or contradict any social issue, cause or religion.
- c. Endorse, support, or oppose any product, service, company or other commercial entity.
- d. Appear in any commercial, social or non-profit publication, or any motion picture, film, video, public broadcast or on any website.

## **Off duty apparel use:**

It is prohibited for SMART volunteers to purchase or drink alcoholic beverages, and partake in gambling and games of chance while wearing any SMART apparel.

## **Safety:**

Along with SMART issued apparel, volunteers shall wear clothing and footwear as appropriate to the deployment/event. Shoes must have closed toes and heels. Personal Protective Equipment (helmets, goggles, gloves, etc.) shall be worn as directed.

## **Separation of volunteers:**

In the event that a volunteer is separated from SMART for resignation or termination, all SMART apparel and other SMART issued items issued shall be returned to SMART staff.