

THE CITADEL
The Military College of South Carolina
171 Moultrie Street
Charleston, SC 29409

MEMORANDUM
NUMBER 2-111

24 JULY 2024

GROOMING POLICY FOR NON-CADET STUDENT-ATHLETES

1. PURPOSE

Representing The Citadel should be a matter of personal pride for all members of The Citadel community. A neat and well-groomed appearance by all of The Citadel's athletes is fundamental to the school and contributes to the pride and *esprit de corps* essential to success. The purpose of this policy is to establish non-cadet student-athlete grooming practices at The Citadel.

2. REFERENCE

S.C. Code Ann. 59-121-10, *et. seq.*

3. DEFINITIONS

None.

4. POLICY

A. Pre-Matriculation Standards

Non-Cadet Student-Athletes (NCSA) will report for their pre-matriculation sport camps or fall post-matriculation sport camps in compliance with the current NCSA Citadel grooming standards, unless granted a documented exception, e.g., medical, religious. NCSA must be in compliance with current NCSA grooming standards: (1) for team and individual, in-uniform pictures; and (2) when representing The Citadel in any official capacity. If NCSA are not in compliance with NCSA grooming standards, to include being clean-shaven (i.e., no facial hair), they will not be allowed to appear in the media, e.g., live or recorded, regardless of format (video, photo, traditional, social media, etc.) and their appearances (images, likeness) will be represented by their official Citadel individual, in-uniform photos.

B. In-Season Non-Cadet Grooming Standards

1. Male Grooming Requirements

a. Hair Length and Style

Only military standard haircuts and hair styles are authorized. Hair may be closely trimmed or completely shaved. If closely trimmed hair does not part naturally, men may cut a straight part or style the hair with one part. Shaved portions of the scalp and designs cut into hair are not permitted. Braids, cornrows, twists and locs are prohibited.

The hair on top of the head will be neatly groomed. The length and bulk of the hair will not exceed three inches. Hair will present a tapered appearance and when combed will not fall over the ears or eyebrows. The hair at the back of the head will be tapered and not blocked. In all cases the bulk or length of the hair will not interfere with the proper wearing of athletic equipment.

b. Highlights and Coloring

Hair dyes, highlights, tints, or bleaches must be colors that blend together in a subtle and natural way.

c. Sideburns

Sideburns must tapered and neatly trimmed. The base will not be flared and will be a clean-shaven with horizontal line. Sideburns should not extend below the bottom opening of the ear.

d. Facial Hair (Mustaches and Beards)

Facial hair must be clean-shaven while representing The Citadel. If appropriate medical authority prescribes beard growth or a religious exemption is given, the length required for medical treatment or religious observance will also be specified. For example, "a neatly trimmed beard, not to exceed ¼ inch, is authorized."

e. Fingernails

Fingernails will be kept clean and neatly trimmed so as not to interfere with athletic performance or present a safety hazard. Nails must be trimmed so as not to extend beyond the fingertip. Nails may not be painted, pointed or shaped.

2. Female Grooming Requirements

a. Hair Length and Style

Only military standard haircuts and hair styles will be authorized. Shaved portions of the scalp or designs cut into hair are not permitted. Only straight parts are authorized.

Hair may be any length, but in no event shall extend below the lower edge of the collar; long hair must be worn neatly pinned above the lower edge of the collar. Hair must be neat in appearance and not interfere with the ability to wear athletic equipment.

Hair may be worn in multiple styles, including ponytail, braid, twists, bun, or locs with a side twist to secure hair. Braids, cornrows, twists, and locks will be uniform; each must be spaced the same.

Wigs and extensions must appear natural and may not be used to cover unauthorized hairstyles. Hair should be neat in appearance without impacting proper wear of headgear.

b. Highlights and Coloring

Hair dyes, tints, highlights, or bleaches must have the same general appearance as natural hair and should blend together in a subtle and natural way. Dyes, tints, or bleaches that do not match a natural hair color are prohibited.

c. Hair Accessories

Hair accessories used to secure hair must not be distracting or decorative. You can use black rubber bands, rubber bands that match your hair color, and plain accessories used to secure your hair that are not distracting or decorative.

d. Fingernails

Fingernails will be kept clean and neatly trimmed so as not to interfere with athletic performance or present a safety hazard. Nail length shall not exceed $\frac{1}{4}$ inch, as measured from the tip of the finger. Nails can be square or rounded, and may be painted with natural nail polish shades, such as nude and light pink.

3. Appearance Before the Media

If a NCSA is not in compliance with NCSA grooming standards, to include being clean-shaven (i.e., no facial hair) they will not be allowed to appear in the media, e.g., live or recorded, regardless of format (video, photo, traditional, social media, etc.) and their appearances (images, likeness) will be represented by their official Citadel individual, in-uniform photos.

C. Out-of-Season Non-Cadet Grooming Standards

When out-of-season, NCSA are permitted to wear well-groomed, neatly trimmed, tapered, and tidy mustaches and beards. However, if they are not in compliance

with current Citadel NCSA grooming standards, to include being clean-shaven (i.e., no facial hair), they will not be allowed to appear in the media, e.g., live or recorded, regardless of format (video, photo, traditional, social media, etc.) and their appearances (images, likeness) will be represented by their official Citadel individual, in-uniform photos.

5. COMPLIANCE

Failure to comply with this policy may result in disciplinary action, including but not limited to suspension from team activities, removal from athletic teams, and suspension, dismissal, or expulsion from The Citadel. Non-Compliance with the NCSA grooming policy will be addressed with the use of a three-phase progressive discipline process:

First Violation

A NCSA's first violation of this policy will result in the receipt of a formal verbal and written warning from his/her head coach. The NCSA will also (1) be provided with a copy of this policy; (2) required to participate in a mandatory education session on grooming standards and expectations; and (3) provided a written explanation detailing the actions he/she needs to undertake and maintain to adhere to grooming standards per the policy.

Second Violation

A NCSA's second violation of this policy will result in the NCSA meeting with the Athletic Director and Head Coach, who will impose a suspension from a game, practice, or other athletic activities as a result of the violation(s). The NCSA must undergo additional training and counseling on the purpose of the policy and the necessary actions to adhere to the policy.

Third Violation

A NCSA's third violation of this policy will require him/her to meet with the Chief of Staff in the Office of the President. A NCSA's third violation of this policy may result in suspension from the team, loss of athletic scholarship, dismissal from the athletics program, or even dismissal from The Citadel.

Appeals:

A NCSA may appeal a decision of the Chief of Staff. The appeal must first be made in writing to the President within five (5) business days of receipt of the Chief of Staff's decision. The decision of the President is The Citadel's final decision.

6. NOTES

A. Dates of Official Enactment and Amendments

Approved by the President on 24 July 2024.

B. Responsible Department

Office of the President

C. Responsible Official

Chief of Staff

D. Cross References

None.

7. RESCISSION

None.

8. REVIEW

This policy will be reviewed on a biennial basis.

OFFICIAL

s/ GLENN WALTERS
President of The Citadel
Gen. USMC (Ret.)