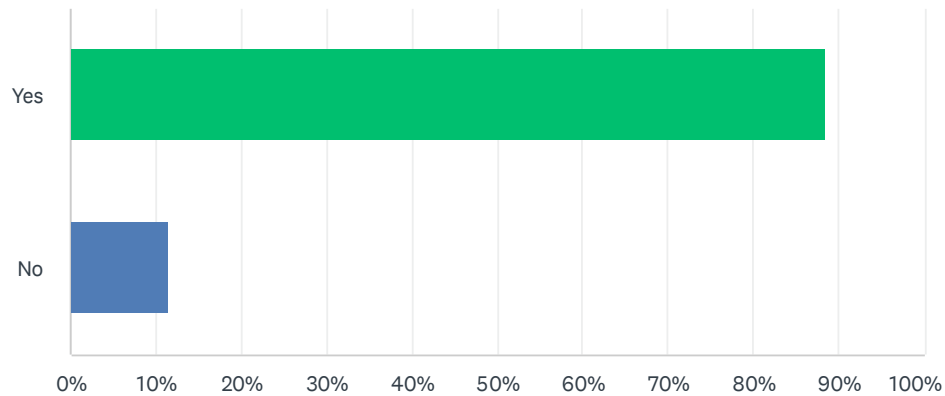


## Q1 Are your employees allowed to have visible tattoos?

Answered: 61   Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	88.52%	54
No	11.48%	7
TOTAL		61

#	COMMENTS	DATE
1	Just nothing that is considered offensive.	2/17/2023 3:16 PM
2	As long as they are appropriate	2/17/2023 12:05 PM
3	Our manual states they are to be covered	2/17/2023 11:54 AM
4	They cannot be offensive in any way with language or image.	2/17/2023 10:28 AM
5	Not above the neck line. We have had to relax this policy over the years.	2/17/2023 10:26 AM
6	as long as they are not offensive and within the tattoo guidelines	2/17/2023 10:20 AM
7	In moderation.	2/17/2023 10:13 AM
8	As long as they are not offensive, vulgar, or inappropriate.	2/17/2023 10:13 AM
9	Must not be offensive in nature.	2/17/2023 9:59 AM
10	I have visible tattoos and piercings.	2/17/2023 9:39 AM
11	We just changed the policy to state that tattoos that are visible cannot be on the face/neck and the content must be of a nature which would not offend anyone who can visualize the tattoo during the employees normal course of work. We loosened our piercing policy as well to allow one facial piercing (other than ears), no hoops on face, department specific rules apply for the Surgery Dept, Food Services, etc.	2/17/2023 9:22 AM
12	If not considered offensive	2/17/2023 9:17 AM
13	As long as they are not offensive and small.	2/17/2023 9:03 AM
14	Current policy indicates unless "considered offensive by coworkers or any hospital personnel"; if so, leader can instruct to keep covered. Tattoos have become so common and are typically an important element of self-expression; not allowing could be a barrier to recruitment and retention.	2/17/2023 9:02 AM

# FRIDAY FOCUS 02/17/2023

15	As long as they aren't vulgar or obviously offensive	2/17/2023 9:02 AM
16	However, we have different opinions at our senior leadership level on this item for sure.	2/17/2023 8:59 AM
17	As long as they are not offensive.	2/17/2023 8:58 AM
18	if they are not offensive to anyone	2/17/2023 8:58 AM
19	Yes, we changed that policy about 2 years ago. Our employees use to have to have all tattoos covered.	2/17/2023 8:56 AM
20	As long as they are deemed "inoffensive".	2/17/2023 8:51 AM