



Uniform and Grooming Standards Policy

Policy Number:	SA-01-003
Policy Administrator:	Vice President, Cadet Leadership & Development
Policy Initiator:	Vice President, Cadet Leadership & Development
Authority:	Division of Cadet Leadership & Development and Title V, Section 41301, of the California Administrative Code: Standards of Student Conduct
Effective Date:	January 24, 2022
Revised Date:	n/a
Approved:	President Thomas A. Cropper
Approval Signature:	/s/

Purpose:

Uniform and grooming standards reflect our core values and demonstrate our commitment to safety, inclusion, and professionalism. The cadet code of conduct and policy for uniform and grooming is administered through the authority of Title V, Section 41301, of the California Administrative Code: Standards for Student Conduct. Exceptions to the uniform and grooming standards are explained later in the policy.

Background:

Early in the fall 2021 semester, ASCMA organized around some requested changes to Cal Maritime's uniform and grooming standards. Their intent was to ensure gender equity and inclusivity, which they believed was prohibited by discriminatory language in the standards. The Faculty Senate endorsed the ASCMA resolution a short time later. During this same period, staff leadership from the Division of Cadet Leadership and Development was consulting with CSU System Counsel, collecting data from other institutions, and drafting revised standards to address the concerns of ASCMA and Faculty Senate.

A first draft was circulated to several groups on campus, including ASCMA, Faculty Senate, the DEI Council, and the Gender Equity Committee. Upon receiving their feedback, another draft was produced incorporating some of their feedback, and re-circulated to the same groups, in addition to the Alumni Association, MARAD, industry partners, the Campus Leadership Council, and the Compass. Their feedback has now been reviewed and incorporated into this final version.

As the feedback and review process provided us with a diversity of opinions related to the current standards and future versions, not all input was incorporated into the most recent version. There were both points of consensus and points of divergence, leading us to prioritize the initial input of the

ASCMA and Faculty Senate, pending further input and discussion for later versions. It is important to note that no element of the proposed new standards is more restrictive than those previously in place; restrictions were removed and a greater latitude for individual expression was incorporated, without compromising overall visual consistency of the uniform.

This version of the uniform and grooming standards is designed to:

- Meet the federal mandate for a uniformed Corps of Cadets (student body);
- Address concerns related to equity with respect to gender identity and gender expression;
- Instill a sense of pride in the Cal Maritime identity and image on campus, in the community, and in the maritime industry;
- Remove subjective or ambiguous criteria (e.g., “conservative” or “professional”) that allowed for the potential of disparate treatment and/or unconscious bias;
- Move beyond the initial scope of the ASCMA and Faculty Senate resolutions to allow for greater personal expression;
- Demonstrate cadets’ ability to maintain adherence to a set of standards for a sustained period of time; and
- Balance unique facets of our maritime academy and CSU identities that emphasize uniformity and individuality, respectively.

Scope:

This policy applies to all cadets enrolled at Cal Maritime.

Accountability:

The Cadet Conduct Administrator and Commandants Office are responsible for administering this policy.

Policy:

Appearance in uniform is a key element of Cal Maritime and its graduates. It is Cal Maritime’s hope that these standards set a baseline for cadets’ personal and professional image and, regardless of whether they are in or out of uniform, represent the values of and pride in our institution.

These standards apply on lower campus, 0700-1630, Monday-Friday, on days when classes are in session, in addition to any other times when cadets are on official academy business (e.g., watch, representing Cal Maritime in an official capacity, or Cal Maritime events), unless otherwise announced. Cadets engaged in off-campus experiential learning activities, such as internships, may be required to conform to other standards, as directed by site staff.

Any exceptions to the uniform and grooming standards require written authorization, known as a “chit,” from an appropriate office within the Division of Cadet Leadership and Development¹. One example of the use of a chit would be the approval of alternate footwear due to an injury. Upon request, cadets must

¹ Medical requests are addressed by the Student Health Center; accessibility requests are addressed by the Office of Accessibility and Disability Services; and other requests are addressed by the Office of the Dean of Cadets, each in consultation with the Office of the Commandant.

indicate they have a chit for a uniform and grooming accommodation; this may be verified with the Office of the Commandant.

Grooming Standards

Hair Requirements

- Long hair is defined as that which falls past the bottom of the back shirt collar, when not secured. Long hair must be pulled into a single tight bun on the midline at the top or back of head or, alternatively, put into a single braid, gathered braids, or a ponytail on the midline at the back of the head; braids and ponytails may not fall more than 3 inches below the bottom of the shirt collar.
- Short hair is defined as that which does not fall past the bottom of the back shirt collar, when not secured. Short hair need not be pulled back or secured in any way, except as outlined below.
- All hair, regardless of length must be maintained or secured so as not to obscure any part of the eyes or face and to allow for the proper wearing of the appropriate Uniform of the Day ballcap or combination cover.

Facial Hair

- Mustaches are authorized, but may neither fall below the upper lip nor extend past the corners of the mouth. Sideburns are authorized, but may not extend past below mid-ear level. No other facial hair is authorized and cadets are to be in uniform, free of facial hair of any length, including overnight growth, other than mustaches or sideburns. Beards of any length are not authorized while in uniform.

Fingernails

- Fingernails shall not exceed 0.25 in., measured from the fingertip.

Body Piercings

- The wearing of stud earrings, each no larger than 0.2 in. (0.5 cm) in diameter, in ears is authorized. No piercings other than those in the ear are authorized, if visible while in uniform wearing the Uniform of the Day.

Rings

- One ring is permitted on each hand. An engagement and wedding pair of rings is authorized as a single ring on the same hand.

Necklaces

- Necklaces are authorized, but must be worn inside the uniform.

Bracelets, Wrist Watches, and Fitness Trackers

- A total of one bracelet and one wristwatch / fitness tracker, when worn on opposite wrists, are authorized.

Uniform Standards

At Cal Maritime, all cadets are expected to maintain a neat and orderly appearance. Wearing a uniform fosters a sense of belonging and equity, instills pride and discipline, and prepares cadets for their future profession. There are five uniforms issued to every cadet that are to be worn as directed. The Uniform of the Day will be determined by the Office of the Commandant and include guidance for uniforms both in classrooms as well as labs or shipboard instruction.

Cadets are provided with matching uniform sets of their choice through the Sea Bag ordering process, which include pants and shirts. These sets are identified by the manufacturer as “male” or “female” cuts. The bookstore can exchange individual “male” and “female” cut items, after the ordering process is complete, allowing for the mixing of sets.

A typical Uniform of the Day at Cal Maritime will consist of the khaki uniform and optional wear of the Cal Maritime outer wear for classroom settings and issued coveralls with safety gear for labs or shipboard instruction.

In the event that a cadet has a combination of both classroom and labs or shipboard instruction, cadets will be required to change into coveralls for their time in labs or shipboard work.

Khaki Uniform (Default Uniform)

- Cal Maritime ballcap or combination cover
- Khaki short-sleeved shirt (Khaki long-sleeved shirt has been discontinued)
- Khaki trousers
- Khaki belt with shined buckle
- Campus-issued black leather dress shoes or black work boots
- White crew-neck undershirt
- Black dress socks
- Name tag
- Collar devices representing rank and major
- USNR, USCGR, and SSOP Insignia (optional)
- For foul weather: Issued outer wear, as authorized

Salt and Pepper Uniform (Dress Uniform)

- White combination cover
- White short-sleeved dress shirt
- Black dress trousers or optional black dress skirt
- Black belt with shined brass buckle
- Campus-issued black leather dress shoes
- Plain white crew neck undershirt
- Black dress socks
- Collar devices (formerly shoulder boards)

Note: When worn with the black dress skirt, in lieu of black crew cut socks and shined black leather dress shoes, a cadet’s nude stockings and heels (closed heel and toe), with a heel 2 inches or less will be worn.

Coveralls Uniform

- Cal Maritime ballcap
- Blue or khaki coveralls with sewn name tape
- White crew-neck undershirt
- Black boots

Overalls Uniform

- Cal Maritime ballcap
- Blue overalls with sewn on nametape
- Blue long-sleeved Keelhauler shirt
- Black boots

Winter Dress Uniform

- White combination cover
- Eisenhower jacket with optional name tag
- White long sleeve dress shirt
- Black tie (half or full Windsor knot) with black dress trousers or black tie tab with black dress skirt
- Black dress trousers or optional black dress skirt
- Black belt with shined brass buckle
- Campus-issued black leather dress shoes
- White crew-neck undershirt
- Black dress socks

Seasonal Dress Uniforms (As applicable, uniform wear out date through AY 2022)

- White combination cover
- Dress blue coat with proper rank on sleeve
- White long-sleeved dress shirt
- Black tie (half or full Windsor knot) with black dress trousers or black tie tab with black dress skirt
- Black dress trousers or optional black dress skirt
- Black belt with shined brass buckle
- Campus-issued black leather dress shoes
- White crew-neck undershirt
- Black dress socks

Note: For both dress uniforms, black or nude stockings and black shoes with a heel no higher than two inches will be worn with the black dress skirt in lieu of black socks and black leather dress shoes.

Spirit Gear Uniform

- Any approved Cal Maritime, division, company, or Keelhauler shirt
- Jeans or khaki pants
- Closed-toe shoes or sneakers
- Issued or authorized Cal Maritime athletic wear

Physical Fitness Uniform

- Cal Maritime “Blue Crew” t-shirt or grey Keelhauler shirt
- Blue Keelhauler shorts
- Track suit
- Athletic shoes
- Issued or authorized Cal Maritime athletic wear

As an exception to the above uniform standards, appropriate Personal Protective Equipment (PPE) must be worn or other adjustments to uniform must be made when directed by faculty or staff for safety reasons in classroom, lab, or work environments.