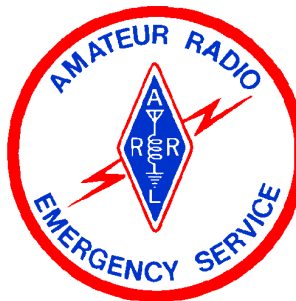


Amateur Radio Emergency Service®

ARES® Marion County



**DONALD VARY
KDØHHN**

*Emergency
Coordinator*

MARION COUNTY ORGANIZATION POLICY

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| TITLE: ARES® Uniform Policy | |
| Approval Signature X | DATE; 08/03/2024 POLICY NO: 24-01 PROGRAM: ARES® SECTION; OPERATIONS PAGES: 4 |
| NAME: Donald G. Vary TITLE: ARES® EC | |

INTRODUCTION

The appearance of volunteers reflects upon the organization they represent. The wearing of uniforms enhances the appearance of volunteers and promotes a positive professional perception of the organization and its personnel. Marion County ARES® volunteers are encouraged to wear uniforms at all public events involving Marion County ARES® particularly activations and any ARES® sponsored events and activities. This policy promulgates expectations and standards concerning uniforms and appearance.

ARES® personnel are expected to present a neat, clean and well-groomed appearance when conducting operations or when wearing ARES® uniform or branded gear in any public setting. Marion County ARES® personnel shall observe community standards of decorum appropriate to a public service agency at all times. While volunteers may exercise wide latitude concerning clothing and appearance options, there remains a need for guidelines to maintain a reasonable level of uniformity and conformity to standards of appearance. When deployed, uniformity of appearance helps identify ARES® volunteers from other agency volunteers, spontaneous volunteers and onlookers, aiding responding agencies and the general public in determining the status of ARES® responders. Appropriate uniforms reinforce the appearance of professionalism, dedication and competence associated with Marion County ARES®

Uniform Parts

Specific uniforms are not strictly specified by Marion County ARES®, however certain items of ARES® clothing are encouraged. Volunteers are required to observe safety considerations in hazardous operational settings. Non-hazardous operational settings are defined as those settings where the individual is not at risk, or expected to encounter risk of bodily harm during the course of anticipated duties. Anticipated duties include any duty for which ARES® volunteers may be assigned during a particular incident. Staffing a booth at a fair or festival is an example of a usually non-hazardous operational setting. A callout for a flood or a search for a missing person is a hazardous operational setting, even if the volunteer is assigned to a relatively safe setting such as an EOC. All volunteers are subject to reassignment to any part of an operational area and are expected to deploy dressed and equipped accordingly.

- **VESTS.** Bright yellow reflective ANSI safety vests are authorized, with the words “**AMATEUR RADIO EMERGENCY COMMUNICATIONS**” in 2inch Ariel Black letter across the back with the ARES® logo on the front left chest. Vests are required attire for hazardous operational settings. Vests should be sized to fit over all outerwear, such as winter coats or foul weather gear.
- **HELMET.** An approved hard-hat is required for all hazardous operational settings.
- **Ball Caps.** ARES® branded ball caps are recommended for deployed operations where helmets are not required, particularly for hot sunny weather.
- **T-Shirts.** ARES® t-shirts in either tan or blue with the words “**AMATEUR RADIO EMERGENCY COMMUNICATIONS**” in 2inch Ariel black across the back and the ARES® logo on the front left chest. They are recommended for deployed operations wherever safety permits, particularly for hot weather wear,
- **Polo Shirts.** ARES® branded polo shirts, either tan or blue with the ARES® logo on the front left chest are recommended for deployments as well, as well as non-operational settings, such as meetings
- **ARES®ID.** The photo ARES® ID shall be worn at all times in Hazardous and Non-Hazardous operational settings. The ID shall be attached to a lanyard worn around the neck of all personnel, where it can be readily made available for identification purposes.

All items of ARES® apparel with the exception of the helmet are available from the ARRL store which can be found on the website www.arrl.org, click on the “store: across the top of the page and then on the “public service” on the dropdown menu.

Recommended Uniforms

Uniform recommendations are intended to reflect prevailing community standards, and to be consistent with requirements to promote the safety and professional appearance of volunteers representing Marion County ARES®. When considering appropriate apparel ARES® volunteers are expected to be guided by the following paradigm. If, in a given situation, event or context, City of Hannibal firefighters or police officers or Marion/Ralls County Ambulance district personnel might reasonably be expected to appear in shorts or a t-shirt styled uniform described in the Non-Hazardous Operational Setting: informal Context session of this policy. ARES® volunteers are expected to dress in a manner comparable with City of Hannibal firefighters, police officers and Marion/Ralls Co Ambulance district personnel as appropriate to the specific ARES® mission at hand.

If the situation, event or context suggest that City of Hannibal firefighters or police officers or Marion/Ralls Co Ambulance district personnel might be reasonably be required to appear in more formal uniform attire, then ARES® volunteers should follow the Non-Hazardous Operational Setting: Formal Context uniform guidelines listed herein. In situations, events or contexts where City of Hannibal firefighters, police officers and Marion/Ralls Co Ambulance district personnel are expected to appear in a tactical uniform, the Hazardous Operational Setting uniform is appropriate for ARES® personnel.

- * **Hazardous Operational Setting:** Full length jeans or sturdy trousers, such as Battle Dress Uniform (BDU) styled garments are required. T shirts or polo shirts are appropriate. Boots or closed toed shoes, vest and helmet are required. ARES®ID tag is also required
- * **Non-Hazardous Operational Setting:**
 - ***Formal context.** Full-length dress jeans or trousers, polo shirts, dress shoes may be appropriate. A neat, professional, setting appropriate appearance is expected.
 - ***Informal Context.** long trousers or shorts, t-shirt or polo shirt and casual shoes may be appropriate. A neat, professional setting appropriate appearance is expected.

Uniforms are only authorized to be worn during activation of ARES® personnel, to or from activations, meetings and ARES® sponsored events. They are not to be worn at times or places where it could reflect negatively on the program (i.e. bars, parties, etc).

Personalization of Uniforms

Marion County ARES® volunteers are permitted to personalize their uniforms within the boundaries set by this policy, Uniforms must remain in compliance with this policy. Volunteers may adorn their clothing, including uniform items, to reflect individuality, as long as the adornments are not offensive to others, do not violate local community standards of decorum, do not reflect inappropriately on the organization or violate applicable federal, state or local laws or rules. Adornment shall be reasonably discrete and not interfere with the intended purpose of the garment.

* **Permitted Expression and Practice**

Examples (but not limited to) of permitted expression or display on uniforms includes:

- > Nametags, Amateur Radio call signs, ARES®ID displayed as pins, patches or reflective lettering.
- > Patches identifying relevant certifications or affiliations such as Red Cross First Aid, CPR, CERT or SkyWarn.
- > United States or Missouri State flag pins, decals or patches.

* **Prohibited Expression and Patches**

Examples of (but not limited to) prohibited expression include:

- > Obscene words, pictures or symbols.
Example: If a display would earn a movie a PG, or more restrictive rating, it is probably inappropriate for any display associated with Marion County ARES®
- > Any displays or adornments that may reflect inappropriately on Marion County ARES®, the community or any particular group within the community.
Examples include symbols associated with gangs or criminal groups, hate crimes or any exclusionary behavior. Also, political buttons, slogans, candidate names or other identifying criterion on their gear.

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Violations of the Uniform Policy

Violations of the Uniform Policy shall be evaluated by ARES® leadership. Penalties shall be imposed as appropriate. Penalties include sanctions ranging from being asked to secure from an activation or event, to being removed from ARES®. The senior on-site ARES® official is authorized to impose immediate penalties up to and including removing an ARES® volunteer from the activity or activation event. The ARES® Emergency Coordinator shall review all penalties and render an appropriate judgement with respect to additional or on-going sanctions.