École nationale
de police
du Québec

DIR 01-13

DIRECTIVE ON STUDENT UNIFORM AND PERSONAL ATTIRE

Drafted by: Department of Basic Training in Police Patrolling
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Note: The masculine gender is used in this document without bias and only to facilitate reading.

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SECTION I – PREAMBLE

Preamble

1. In our society, clothing is often regarded as a symbol and a form of communication. This is particularly true of uniforms, which demonstrate membership of a specific group and reflect its standards, values, and professional image. Therefore, a group's clothing carries the collective identity to which each member contributes. Members of the public assess the value of individuals and organizations based on their first impressions of a group's clothing.

In the context of police and public security training, appropriate dress is therefore very significant and important. Everyone has a role to play in promoting a professional image by adopting personal discipline and respecting standards.

Definitions

2. The following definitions apply:

2.1. Basic training students or clientele: The clientele of basic training programs, which include the Basic Training Program in Police Patrolling, the Basic Training Program for MSP Special Constables, the Basic Training Program for Highway Controllers and the Basic Training Program for STM Special Constables.

2.2. Piercing or subcutaneous implant: The practice of puncturing the skin to insert a piece of jewellery or a decorative object. The jewellery may be visible or subcutaneous.

2.3. Scarification**:** A decorative or symbolic drawing or inscription made by creating a superficial lesion of the skin through cutting or burning.

2.4. Tattoo: A decorative or symbolic drawing or inscription made by inserting a permanent or temporary colouring substance into the skin.

2.5. Face**:** The front part of the head, which includes the forehead, eyes, nose, mouth, cheeks, chin, front of the neck, and ears.

26. Sports attire: Loose-fitting shorts that reach mid-thigh or below, long sports pants, three-quarter-length or ankle-length leggings, and T-shirts with sleeves. The following are not included: short leggings (shorts-style), tank tops, and sleeveless T-shirts.

Purpose

3. The purpose of this directive is to establish rules regarding dress code and the uniforms at ENPQ.

Scope

4. This directive applies to all students enrolled in basic training programs and covers their uniforms and personal attire while at ENPQ. Public security students are required to comply with this directive based on the uniforms and equipment provided to them by their respective employers, in accordance with their job category. If they are subject to rules regarding the secular nature of the state, they must comply with these rules.

This directive applies both on and off campus.

5. Any departure from this directive must be requested through an Accommodation Request, as explained in Directive 01-11, using the Accommodation Request Form (FOR 01-78), in order for authorization to be granted.

SECTION II – GENERAL PROVISIONS

General information

6. This directive sets out the standards for physical appearance with which students are required to comply and specifies the inspections principles and procedures.

7. This directive supplements DIR 01-04 on the dress code and uniform, which applies to all ENPQ personnel.

General dress code

8. The identification card issued upon arrival must be worn while inside ENPQ buildings. When wearing a uniform, the card must be displayed in the designated location on the uniform; when wearing civilian clothing, it must be worn in a clearly visible location. If the card is lost, the student must complete the "Breaking – Anomaly – Incident" form available on their Moodle cohort portal, and a new card will be issued (Form EO-10-63).

9. Students must wear the required attire for the activity in which they are participating and use only the equipment and uniform provided by ENPQ or their employer.

10. When acting as role players, students must wear physical intervention attire (cargo pants, ENPQ T-shirt and boots). If required, they must also wear a loose-fitting civilian shirt. During the winter months, students must ensure that they have appropriate warm clothing.

11. Students must wear their administrative or operational uniform while in the cafeteria. **Exception**: Physical intervention clothing and bulletproof vests may be worn in the cafeteria when students are scheduled to attend a course that requires such attire during the last period of the morning or the first period of the afternoon.

12. Sports attire (see section 2.6) must be worn in the gym and fitness room in accordance with the dress code applicable to ENPQ clients and City of Nicolet residents using these facilities.

13. The uniform is clean and well-ironed and looks neat. The provided leather items are well polished. Personal attire is simple and clean.

14. At the request of the director of the relevant training program or the head of extracurricular activities, students may wear a pin on the left lapel of their shirt, bulletproof vest, or coat during designated periods of the training calendar. This pin must symbolize support for a recognized humanitarian or social cause or movement.

15. During scheduled free periods—except when training has ended for the evening — students must wear their administrative uniform in common areas. On dormitory floors and in student rooms, students may wear either the administrative uniform or physical intervention clothing. **Exception**: Sports attire is required when participating in a sports activity and may be worn only for the duration of that activity, including independent training and travel to and from the activity.

16. The uniform must not be worn after 19:00 in the Pierre-Caron Lounge (mess), except for students taking part in evening foot patrol.

17. Outside ENPQ, students may only wear the uniform or part of the uniform when they are in training or have been authorized to do so by an instructor.

18. Mixing civilian clothing with the uniform is prohibited. However, in winter, when weather conditions require it, students are authorized to wear a personal black scarf or fake mock neck matching the ENPQ uniform. The personal scarf or fake mock neck must be worn around the neck and inside the collar of the zipped-up coat. Furthermore, when weather conditions require it, students are permitted to wear their own black winter boots and black gloves or mittens. Students must verify their compliance with their trainer.

19. With the exception of alterations made to the uniform when it's issued, no other modification may be made without the authorization of the program director, the head of the extracurricular activities or the employer.

20. Chewing gum is prohibited while in uniform.

21. Recognized military decorations may be worn by recipients in accordance with the Canadian Honours System.

Regulatory uniforms and personal clothing

The six types of attire

22. The **formal or ceremonial uniform** is the uniform that students must wear during formal events, ceremonies, or when representing ENPQ in public places and/or as authorized by the program director, the head of extracurricular activities or their employer.

23. The **administrative uniform** is the uniform that students must wear during training activities, during free periods within school hours in common areas, rooms, or dormitories, and during evening foot patrols. It must also be worn whenever specified in the instructions posted on the Moodle portal. Students may also wear the administrative uniform at all times throughout the day in accordance with established standards.

24. The **operational uniform** is the uniform that students must wear during specific training activities (patrol, tactical, driving and other activities identified on their Moodle portal).

25. **Physical intervention clothing** must be worn during the specified training activities on the Moodle portal (physical intervention), when students are acting as role players, and during free time between training activities in rooms or dormitories. This includes the provided training pants, a white T-shirt labeled with the student's name, sneakers and white socks. When class is held in the training pool, women must wear a one-piece swimsuit.

Wearing a mouth guard, a groin guard or pelvic protector is mandatory. Hair must be tied back with an elastic band, if necessary. No hairpin or bobby pin is permitted. Jewellery (bands, earrings and wristwatches) must be removed to avoid injury.

26. **Personal clothing** may be worn primarily in the evening, when there are no classes, and in common areas, such as the Maurice-Baril Hall, auditoriums, classrooms, shared dormitory bathrooms, hallways, and other designated areas. Whether on or off campus, students are expected to wear neat, appropriate and decent clothing at all times.

26.1 Denim, suitable jeans (neutral-coloured and without holes), or clothing that looks like jeans may only be worn outside of ENPQ's training hours.

26.2 Caps, personal tuques, or sweatshirt hoods must not be worn inside ENPQ buildings.

26.3 Pyjamas must not be worn in common areas, except within dormitory areas, in students' rooms, or when going to or from a shared bathroom.

26.4 Shoes must be clean and closed-toed, such as sneakers. Slippers or sandals worn with socks are not permitted in common areas, except when going to or from students' rooms and shared bathrooms. However, sandals may be worn without socks during the summer months.

26.5 Tank tops are prohibited.

26.6 Clothing must not display words, messages, images or other content that could be contrary to the values promoted and upheld by ENPQ.

26.7 When moving about on dormitory floors, students must wear appropriate attire that provides adequate coverage of the upper and lower body, such as a T-shirt and shorts.

27. **Business attire** is to be worn on the evening of arrival at ENPQ, on the final day of the program, during school tours with guests or when leaving after the graduation ceremony. Business attire may also be required for specific activities, at the request of the program director or the head of extracurricular activities.

Business attire must be neat, modest, appropriate and suitable for the scheduled activity. Comfortable shoes suitable for walking long distances is recommended.

Business attire includes the following:

- clean dress trousers
- a skirt of an appropriate length, preferable at or just above the knee (skirts that are too short are not permitted)
- a long- or short-sleeved shirt or blouse
- clean, closed-toe shoes
- a matching suit, consisting of a jacket or blazer with trousers or a skirt, and a tie, is optional

Specific rules for certain parts of the uniform

28. **Kepi**: Must sit securely on the head without touching the ears, with the visor in front and lowered to eyebrow level. The visor is positioned so that there is a distance of two-finger width between the nose and the edge of the visor. Students must carry their kepi under their left arm with the visor facing forward when they do not have to wear it.

Wearing a kepi with the uniform is mandatory in the following circumstances:

28.1 During designated police manoeuvre exercises, for cohort officers only.

28.2 During morning assemblies, for cohort officers only.

28.3 During official ENPQ ceremonies, for all students.

Kepis must be worn outside ENPQ buildings during activities requiring the formal uniform at the request of an instructor, a member of the management team, or the employer.

29. **ENPQ cap**

29.1 The cap is worn straight on the head without touching the ears, with the visor in front and lowered to eyebrow level.

29.2 The cap is worn with the operational uniform for identification purposes during outdoor training activities and in the shooting complex, tactical intervention courses and FATS.

29.3 When the cap is not being worn, it must never be hung from the expandable baton. It must be put in the cargo pocket of the student's pants or in the patrol bag.

29.4 The cap may be worn at all times outdoors during training activities.

29.5 Wearing the cap inside training vehicles is optional.

29.6 The cap is not required when students are moving between buildings on campus.

30. ENPQ tuque

30.1 The ENPQ tuque is worn in winter or in cold weather.

30.2 The tuque must cover the ears.

30.3 Only the tuque provided by ENPQ may be worn.

30.4 The tuque is worn outdoors only during training activities, along with the coat or wool sweater.

30.5 Wearing the tuque inside training vehicles is optional.

30.6 The tuque is not required when students are moving between buildings on campus.

31. Personal sunglasses: They must be simple in design and may be worn outdoors in the conventional manner with the operational uniform when weather conditions require them. When not in use, they must be stored in a cargo pocket of the pants or in the patrol bag. They must not be worn on the head or attached to the radio holder of the bulletproof vest.

32. Safety glasses: They must be worn during training sessions that require them and/or at the request of the training staff. When not in use, they must be stored in a cargo pocket of the pants or in the patrol bag. They must not be worn on the head or attached to the radio holder of the bulletproof vest.

33. Crew neck T-shirt: A plain black or navy blue crew-neck T-shirt must be worn under the uniform shirt.

34. Shirts

Short-sleeved:

34.1 Short-sleeved shirts must be worn in accordance with the seasonal dress calendar set out in the appendices. Students will be notified of the dates when the uniform is adjusted to seasonal changes.

34.2 All buttons must be fastened, except the one at the top.

34.3 Short-sleeved shirts must be worn over the crew-neck T-shirt.

34.4 They are worn without the fake mock neck.

34.5 They must be clean and well-ironed. They are worn with the chevrons, the nametag and the cohort designation insignia (Quebec flag).

Long-sleeved:

34.6 Long-sleeved shirts must be worn at all times with a tie during formal events.

34.7 Long-sleeved shirts must be worn in accordance with the seasonal dress calendar set out in the appendices. Students will be notified of the dates when the uniform is adjusted to seasonal changes.

34.8 Whether in operational or administrative uniform, all buttons must be fastened, except for the one at the top.

34.9 Long-sleeved shirts must be worn over the crew-neck T-shirt.

34.10 Fake mock necks may only be worn during the winter months with long-sleeved shirts.

34.11 Long-sleeved shirts must be clean and well-ironed. They are worn with the chevrons, the nametag and the cohort designation insignia (Quebec flag).

35. Tie

35.1 The tie must be worn with the long-sleeved shirt when wearing the formal or ceremonial uniform.

35.2 All the buttons on the shirt must be fastened.

35.3 The tie is held by an ENPQ tie clip worn between the fourth and fifth buttons of the shirt.

36. **Chevrons**: They indicate a student's status and must be worn at all times on the shoulder straps of shirts and outer garments, such as wool sweaters and coats.

37. **Nametag**

37.1 The nametag must be worn in a clearly visible location on the garment at all times.

37.2 It must be affixed in the designated location on the right side of the shirt above the right pocket flap or in a similar position on the garment worn over the shirt, such as a bulletproof vest, wool sweater, or coat.

38. **Cohort designation insignia (Quebec flag)**

38.1 It must be worn in the designated space on the left side of the shirt.

38.2 White: junior cohort

38.3 Gray: middle cohort

38.4 Blue: senior cohort

39. **ENPQ badge**: The ENPQ badge must be worn on the front right pocket of the shirt or tunic during formal activities.

40. **Knitted long-sleeved sweater**

40.1 Knitted long-sleeved sweaters must be worn with the pinned nametag on the right side.

40.2 They are worn over uniform shirts when required. Sleeves must not be rolled up. Sweaters must be tucked under the duty belt to allow free access to weapons and equipment.

41. **Bulletproof vest**

41.1 The bulletproof vest must be worn with the operational uniform.

41.2 It must also be worn during the physical intervention training activities specified on the Moodle portal.

41.3 It is worn over the sweater or the shirt, but under the coat when required.

41.4 It must be worn snugly; bulky items are not allowed in the pockets.

42. High-visibility vest

42.1 The high-visibility vest must be worn during planned highway safety operations.

42.2 It must also be worn at the instructors' request to ensure student safety during certain training activities, including when students are taking part in an intervention or acting as observers.

43. Notebook and pencil: Notebooks and pencils required for administrative and operational uniforms are to be concealed inside the pockets of the shirt or bulletproof vest.

44. Duty belt

44.1 The duty belt must be worn over the Velcro inner belt to hide it.

44.2 It must include only police equipment and items provided by ENPQ or the employer, unless otherwise authorized by the program director.

44.3 The equipment on the duty belt must be worn in the order specified.

44.4 Students must wear their duty belt only with their operational uniform or physical intervention attire. They may keep their duty belt on during lunch or supper if they are returning to an activity that requires it after the meal. Otherwise, the duty belt must be removed and all equipment secured in the designated areas.

44.5 Personal suspenders specifically designed to support the belt are permitted. They are worn discreetly under the bulletproof vest. Velcro fasteners may also be provided by ENPQ as needed to support the belt.

44.6 The duty belt, along with handcuffs and handcuff keys, may be taken off campus to practice the techniques taught. All other equipment must be securely stored at ENPQ.

45. Handcuff key: The handcuff key provided by ENPQ must be used and carried during inspections in operational uniform. Students may obtain a longer handcuff key at their discretion. This key must be black.

46. Velcro inner belt

46.1 This belt must be threaded through all the belt loops of the pants.

46.2 The tip of the belt must point to the left.

47. Leather belt

47.1 This belt must be worn only during the graduation ceremony on the last day of the training program.

47.2 It must be threaded through all the belt loops of the pants.

47.3 The tip of the belt must point to the left, and the belt must be inserted through the metal buckle so that the entire buckle is clearly visible.

48. Winter coat

48.1 The winter coat must be worn with the zippers on both sides positioned to provide easy access to the equipment on the duty belt, including the firearm, baton, pepper spray, magazine, and handcuffs, for safety purposes.

48.2 The central zipper must be closed up to the second top button.

48.3 When it is necessary to wear the coat outdoors, students may remove its lining. In this case, they must hang the lining in the storage cabinet with the rest of the uniform.

49. Raincoat: It must be worn as needed, according to the directives provided at the start of training.

50. Personal winter gloves: They must be worn as needed. When they are not worn, they must be put in the coat pockets or in the patrol bag. The gloves must be black.

51. Uniform cargo pants

51.1 They must be worn over the boots.

51.2 They must be clean and ironed.

51.3 If the length of the pants must be altered, the hem must not be cut but folded and sewn on the inside.

52. Physical intervention pants

52.1 They must be worn over the boots.

52.2 All pockets must be buttoned.

52.3 The T-shirt must be tucked into the pants.

53. Personal socks (black or white)

53.1 Black socks are worn with the administrative and operational uniform.

53.2 White socks are worn during physical intervention training activities with sneakers.

54. All-season boots

54.1 The boots must be well polished and clean.

54.2 Mirror-finish boot tips are not required during training. However, they are required for the graduation ceremony.

54.3 During the winter months, students are required to wipe their boots on the mat when entering the ENPQ buildings to prevent soiling the floors.

55. Tunic: The training program director, head of the extracurricular activities, or employer may require the tunic to be worn with the white ceremonial cord for certain formal events.

Physical appearance

56. The overall appearance must always be conservative and discreet, reflecting the values of the police or public security profession. It must also comply with the École nationale de police du Québec’s directive.

57. Hair

57.1 Hair volume, colour or style must not detract from the projected institutional image or be perceived as excessive or unusual. Hair must be of a natural colour.

57.2 Hair must be clean and tidy.

57.3 For short hair, the area around the ears and the nape of the neck must be kept clear, and the hair must not touch the shirt collar. The hair must also be thinned at the temples and the nape of the neck. Personal hairstyle must not interfere with the ability to wear operational or work gear properly, such as a kepi or cap. The haircut must be uniform and proportionate with little contrast between the sides and the top of the head.

57.4 Long hair must be tied back so that it does not extend beyond the base of the collar. In such cases, the hair is secured in a tight bun to keep it in place. Personal hairstyles must allow students to wear the operational or work gear properly, such as a kepi or cap.

57.5 Braids that cannot be secured in a bun due to their length are prohibited. Ponytails and dreadlocks are also prohibited.

57.6 Patterns, symbols or designs drawn on the skull or cut or shaved into the hair are prohibited.

57.7 Accessories used to hold hair up must be discreet, secure, and match the hair colour. Soft and rigid headbands are prohibited.

58. Makeup, nails and nail polish: Makeup and nail polish must be subtle and natural-looking. For safety reasons, nails must not extend beyond the tips of the fingers. False nails are not permitted.

59. False eyelashes: False eyelashes are not permitted.

60. Body piercing and subcutaneous implants: Body piercings and subcutaneous implants are not permitted on the face and must not be visible. Any non-visible piercings or subcutaneous implants must not compromise the student's safety during training activities; therefore, students are advised not to wear them.

61. Beards, goatees, and mustaches:

61.1 Students must arrive at training sessions or assemblies clean-shaven. Students who do not have a beard, goatee, or mustache must ensure that their entire face is closely shaved daily.

61.2 Beards, goatees and mustaches are permitted provided that the following requirements are met:

61.2.1 They are neatly trimmed, have a uniform length of 0.5 cm to 1.0 cm and are symmetrical.

61.2.2 Depending on the student's facial hair growth, the beard is neat in appearance and covers the chin, upper lip and cheeks, extending up to the sideburns. Sideburns must be full and extend to the top of the ear.

61.2.3 When a full beard is not worn, sideburns must be kept short, end in a horizontal line, and shall not extend below the earlobe.

61.2.4 A mustache worn alone must not extend beyond the corners of the mouth and the upper lip.

N.B. For appearance purposes, students must grow their beard, goatee or mustache during a sufficiently long holiday period to ensure that it is full without looking unkempt.

62. Jewellery

62.1 Jewellery worn by students in civilian clothing must be simple and discreet.

62.2 A single stud or button-style earring with a post or screw clasp, not exceeding 1 cm in diameter, may be worn on each earlobe or on one earlobe only.

62.3 When wearing the uniform, students may wear only certain types of jewellery and accessories: a plain band, a non-smart wristwatch, and a medical alert bracelet. However, plain bands are not permitted on the thumb, index finger, and middle finger, as these fingers are primarily used for grasping. A plain band is defined as a rigid, circular ring, typically made of metal, with a uniform diameter.

62.4 Stretcher-type earrings are prohibited. When they are removed, the holes left in the earlobes must be covered (with medical tape during physical intervention activities) or fitted with an opaque, neutral-colored stretcher that covers the opening.

62.5 Jewellery must not bear any inscriptions that are violent, hateful, sexist, or degrading, or that could adversely affect the ENPQ's image.

62.6 Rings that may pose a risk of injury due to their shape or size are prohibited.

62.7 For safety reasons, instructors may require students to remove permitted jewellery and accessories during some training activities.

63. **Tattoos:** Tattoos on the face are prohibited. If visible, tattoos must not detract from the institution's image and must not be considered excessive or unusual. Displaying tattoos or scarifications that could be perceived as offensive is strictly prohibited. The term "offensive" is used to describe designs or messages that are sexist, discriminatory, hateful, blasphemous, obscene, xenophobic, violent, vulgar, or related to criminal activities. Students who have tattoos on both arms must wear a long-sleeved shirt at all times; otherwise, a navy blue or black arm sleeve must be worn to cover only one arm.

64. **Scarifications:** Scarifications on the face are prohibited and must not be visible.

Dress inspection

65. The purpose of dress inspection is to ensure that students adhere to the ENPQ's core values—RIDER—and directives. As a disciplinary and educational review, it involves verifying that students' attire—including their personal hygiene and overall appearance—meets the required standards.

66. Dress inspections may be conducted in any of the following three ways:

66.1 During morning assemblies, by ENPQ staff members designated to perform the inspection.

66.2 During the first training period of the day, by the instructor present.

66.3 At any time, without prior notice, and may involve one or more students. An instructor may also require a student to report for inspection at any time during the day.

N.B. At the beginning of the program, a designated period is allocated for the inspection of students' uniform and personal appearance to identify and address any necessary adjustments that must be maintained throughout the training program.

Seasonal change in dress

67. Students may choose to wear clothing appropriate for the outdoor temperature. However, it must comply with the dress code requirements specified on the Moodle portal and in this directive.

68. To ensure a consistent appearance, students working in pairs must ensure that they wear similar uniforms during their training activities. This means that their first layer of clothing should be the same.

SEASONAL DRESS CALENDAR

Uniform items	Summer season May to September	Winter season October to May
Kepi	Formal uniform	Formal uniform
Tuque	Not worn	As needed (with the coat)
Coat	As needed	As needed
Long-sleeved shirt	Formal uniform	Mandatory
Short sleeved shirt	Mandatory	Prohibited
Raincoat	As needed	As needed
Knitted sweater	As needed	As needed
Bulletproof vest	Operational uniform	Operational uniform
Fake mock neck	Not worn	Operational and administrative uniforms
Tie	Formal/ceremonial uniform	Formal/ceremonial uniform

Student responsibilities

69. All equipment and uniforms remain the property of École nationale de police du Québec or the employer. During training, students are responsible for the maintenance, damage and loss of this equipment. In the event of negligence, reimbursement for loss or damage may be requested. At the end of the training program, students must refer to the form issued by the Procurement Services entitled "Habillement et récupération des uniformes et équipements" (Clothing and recovery of uniforms and equipment) to identify the items to be returned.

SECTION III – FINAL SECTION

Final section

70. The director of the Basic Training Program in Police Patrolling and the director of the Public Security Training are responsible, respectively, for enforcing and updating this directive.

DIR 01-13 contains 70 sections.

The Director General,



Pierre St-Antoine