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## **EXECUTIVE SUMMARY**

Over the course of the last two months, the Division of Cadet Leadership and Development has been meeting with various individuals and constituent groups on campus to collect feedback on Cal Maritime's uniform and grooming standards. The goal at the onset was to adapt uniform and grooming standards to be more inclusive for cadets in gender transition and those who identify as non-binary, as well as to remove all gender bias.

This work was accelerated and deepened by input from the Associated Students of California Maritime Academy (ASCMA) and the Faculty Senate. We have continued to incorporate feedback, making change through an iterative process.

We sought guidance, particularly from industry partners; alumni; the Senate Executive Committee; the Gender Equity Committee (GEC); the Diversity, Equity, and Inclusion (DEI) Council; and Compass. Building on the feedback received on the standards below, attached are the proposed uniform and grooming standards for your review.

*Note: The shared feedback is a small sample size of both internal and external stakeholders.*

The version below – created after initial feedback and changes to the 2021-22 standards – of the Uniform and Grooming Standards was presented to stakeholders for feedback. In their responses, some provided similar documents with changes tracked; those changes were incorporated into their respective appendix. Others chose to include collective notes and/or individual emails; identifying information of individual respondents has been redacted, while the names of those representing committees were retained.

### **Uniform Standards (Nov. 2021 Version)**

Changes in this section are limited to changing references to “skin colored stockings,” “black or nude stockings,” and on reference to male and female wearing of different ties.

- Change “black or nude stockings” to “solid black, white, or nude”
- Change “skin colored stockings” to “solid black, white, or nude stockings”
- Change “Black tie (half or full Windsor knot) for males and black tie tab for women” to “Black tie (half or full Windsor knot) with black dress trousers and black tie tab with black dress skirt.
- Cadets are provided with a matching uniform sets of their choice through the Sea Bag ordering process, which include pants and shirts through; 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.

### **Grooming Standards (Nov. 2021 Version)**

#### *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,

## **EXECUTIVE SUMMARY**

alternatively, put into a single braid on the midline at the back of the head; braid 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.

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. Any hair accessories worn must be black, white, or consistent with current hair color. Hair dye is permitted, to the extent it conforms to naturally occurring (i.e., melanin-produced or -absent) hair colors – black, brown, auburn, red, blond, gray, or white.

### *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 and Nail Polish*

Fingernails shall not exceed 1/4-inch measured from the fingertip. Buffed nails and clear coat finishes are authorized.

### *Ear Piercings*

A single pair (i.e., one in each ear) of stud earrings, each no larger than 0.5 cm in diameter, with one in the center of each ear lobe is authorized.

### *Other Piercings*

No piercings other than those in the ear as defined above are authorized if visible while in uniform wearing the Uniform of the Day.

### *Rings*

One ring is permitted on each hand.

### *Necklaces*

Necklaces are authorized but must 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.

As an exception to the above standards, appropriate Personal Protective Equipment (PPE) must be worn when directed by faculty or staff at all times when in classroom, lab, or work environments.

## APPENDIX A - FACULTY SENATE FEEDBACK

I'm sharing with you the feedback that I've received from my department members. We are perplexed by some of the standards that feel rather arbitrary. In particular, we fail to see a rationale for the prohibitions on colors of nail polish (and hair color) or prescriptions on ear piercings.

A repeated question that kept coming up was why these were chosen? They felt rather arbitrary and unjustified in the document. While only clear nail polish is more consistent than what they had before (leaving the subjectiveness about complimenting the skin tone), I'd like to see a rationale why any other color is prohibited. Even muted colors are not allowed, and my department members want to know why? Why is any color being prohibited? What's the rationale?

Same for piercings that don't pose a safety issue. Why does an ear stud or piercing not on the lobe violate a standard? Which standard? Same with hair color.

In general, what is the rationale for these (new, but similarly arbitrary) guidelines? My dept. members would like to know. Safety on other things (facial hair, nose/face piercings) seem appropriate. The others are more "stylistic", so what governs where these lines are being drawn?

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I don't think they are specifically addressed. There are some scenarios where they should be...

Maybe it is covered under the make-up regulations, but I don't think so. I mention because in my class this morning someone, not me, was wearing these... (They are Pride eyelashes). They were probably silently protesting... but it got me thinking.



## APPENDIX B - GENDER EQUITY COMMITTEE FEEDBACK

Summary of Feedback on 11/14/21 Draft Uniform and Grooming Standards Document  
From: Julie Simons & Tamara Burbach on behalf of the Gender Equity Committee

After reviewing the draft Uniform and Grooming Standards document, the consensus of the feedback is the following:

### 1. **Major concerns:**

- a. The continued reference to anything related to skin color. This seems highly problematic and to leave our campus vulnerable to lawsuits and is unnecessary.
- b. The introduction to the policy has a justification for these standards that seems passive and perhaps not evidence based. As we are expecting our students to be leaders, we suggest using stronger language and justifications that are more factual.
- c. We suggest removing references to Keelhaulers altogether as this mascot is highly problematic and based on violence, a distinct lack of inclusivity, and public shame.
- d. We do not believe there should be any policy regarding make up. This seems highly vulnerable to interpretation and highly subjective—what enhances natural features is not universal—and leaves our campus vulnerable to lawsuits.
- e. No references to anything below clothing should be in the document (i.e. sternums).
- f. No references to pulling hair straight for a variety of reasons.
- g. No uniform standards should be dependent on instructors, as this leaves the policy open to potential abuse. The proper PPE clause is sufficient to account for any safety concerns.
- h. “Cadets may wear any full uniform (all components, not selectively mixing and matching), at their discretion.” We strongly support this statement and feel it is essential for our committee’s ability to support these new standards. We are curious why it is still under discussion or what the discussion is about.

2. **Minor concerns:** some inconsistent terminology and unnecessary groupings like “medium hair.” Ring section can be simplified.

3. **Outside of the purview of uniform and grooming standards:** our mascot, the Keelhauler, should be changed immediately for obvious reasons.

All of these comments are incorporated in the draft below. We are also attaching a draft with revisions tracked.

## **APPENDIX B - GENDER EQUITY COMMITTEE FEEDBACK**

### **Introduction**

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 policy for uniform and grooming require written authorization, known as a “chit,” from an appropriate office within the Division of Cadet Leadership and Development. One example of the use of chit would be the approval of alternate footwear due to an injury. Cadets are required to have the chit in their possession at all times when uniform and grooming standards apply.

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 that they represent the values and pride in our institution.

### **Grooming Standards**

#### **Hair, Nails, and Accessories**

##### *Hair length, definition*

Long: falls past the back shirt collar

Short: falls above the bottom of the back shirt collar

##### *Hair Requirements*

Short hair, as defined above, need not be pulled back or secured in any way.

Long hair, as defined above, 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 on the midline at the back of the head; braid may not fall more than 3 inches below the bottom of the shirt collar.

All hair 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. Any hair accessories worn must be black, white, or consistent with current hair color. Hair dye is permitted.

##### *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 present in uniform and on official academy business (i.e. internships, events) 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 1/4-inch measured from the fingertip.

##### *Ear Piercings*

A single pair (i.e., one in each ear) of stud earrings, each no larger than 0.5 cm in diameter, with one in the center of each ear lobe is authorized.

## **APPENDIX B - GENDER EQUITY COMMITTEE FEEDBACK**

### *Other Piercings*

No piercings other than those in the ear as defined above are authorized if visible while in uniform wearing the Uniform of the Day.

### *Rings*

Rings are permitted on a single finger on each hand.

### *Necklaces*

Necklaces are authorized but must 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.

**As an exception to the above standards, appropriate PPE must be worn at all times when in work environments. Rings and bracelets are unsafe for many lab activities and removal may be necessary for safety.**

## **Uniform Standards**

Changes in this selection are limited to changing references to “skin colored stockings,” “black or nude stockings,” and on reference to male and female wearing of different ties.

- Change “black or nude stockings” to “black or natural”
- Change “skin colored stockings” to “natural stockings”
- Change “Black tie (half or full Windsor knot) for males and black tie tab for women” to “Black tie (half or full Windsor knot) with black dress trousers and black tie tab with black dress skirt.
- Cadets may wear any full uniform (all components, not selectively mixing and matching), at their discretion.

## APPENDIX C - DEI COUNCIL FEEDBACK

**From:** "Xiong, King C" <[REDACTED]>

**Date:** Tuesday, December 14, 2021 at 2:59 PM

- The current draft of Uniform & Grooming standards doesn't have verbiage that considers the personal identities (racial, ethnic, cultural, etc.) of students to allow them to express and represent who they are.
  - Suggested language to add based on discussion: At the end of the "Hair Requirements" section, add a clause stating, "Cadets are permitted to wear and display their hair to reflect their personal identities given that they meet safety guidelines mentioned above". This is a suggested addition and is open for changes.
- The policy currently doesn't address reinforcement practices. While this may not be explicitly included in the policy, members of the DEI Council want to emphasize it is important that the enforcement of the policy be shared with the campus community (post online, shared via campus email message when final version comes out, etc.)
- Regarding the nail and hair color, and earrings, there were no concrete feedback on language changes. On this topic, however, cadet representatives did question the legitimacy of nail color, hair color, and earrings for professional reasons. In other words, some felt that a cadet's nail, hair, and earring color or style does not equate to levels of professionalism, and would support the idea of nail and hair colors, and earrings not being limited.

Hope this is helpful. Some of the suggestions did not have concrete language, which I understand is not ideal. Please let me know if there's any questions.



## APPENDIX D - MARAD FEEDBACK



U.S. Department of  
Transportation  
**Maritime Administration**

1200 New Jersey Avenue, SE  
Washington, DC 20590

December 13, 2021

Thomas A. Cropper  
President  
California State University Maritime Academy

### **Re: Response to Cal Maritime Uniform and Grooming Standards Proposed Changes**

Dear Admiral Cropper,

Thank you for your timely and responsive decision to modify your current grooming standards to better attract and retain a more diverse and inclusive licensed mariner workforce. I have reviewed your proposed cadet grooming standards and have no objection to the Academy's implementation of those standards.

With Season's Greetings,  
Sincerely,

Dr. Shashi Kumar  
Deputy Associate Administrator  
National Coordinator for Maritime Education and Training

## **APPENDIX E - MARITIME INDUSTRY PARTNER FEEDBACK**

Industry partners have a vested interest in the career development and preparation of the cadets who graduate from CSU Maritime Academy. In the department of Career Services, the department staff put together industry presentations and industry events to introduce cadets to industry practices and expectations for them to thrive and to develop into the leaders of tomorrow in the maritime industry and beyond.

Two issues that often come up regarding career development and the talent pipeline are the recent rash of retirements of senior professionals and advancements in technology. For the global maritime community, those two issues place great pressure on CSU Maritime Academy to graduate cadets ready to enter the workforce with the highest levels of competencies, knowledge, and skills for a demanding technology-focused career pathway.

With the concern over cadet career development, staff in Career Services reached out to industry partners regarding the proposed grooming standards. The responses received indicate that generally there are no "gendered" dress requirements. Current company policies support unisex dress uniforms and unisex grooming standards. The companies that responded underscored the importance of diversity, inclusion, and equity in hiring practices and that hiring is based on skill regardless of gender identity, including nonbinary crew members in terms of work requirements/uniforms/grooming. The crew members are referred to as "employees" and there are not distinctions made for "women" or "men" or "female" or "male" grooming standards.

Career Services solicited feedback from 16 industry partners – employers of different sizes and specialties that recruit Cal Maritime graduates – between October 13, 2021 and January 3, 2022. A total of 9 responses were received from 8 companies, including General Dynamics NASSCO, American Maritime Officers, University of Hawaii Marine Center, American Cruise Lines, Delaware River & Bay Authority, Peace Corps, Bar Pilots Association, and Crowley. Feedback was provided through a combination of personal conversations, both in-person and by phone, and email.

## APPENDIX F - ASCMA FEEDBACK



Attn:  
VP McMahon,  
Commandant Taliaferro  
Dr. Griswold

Thank you for taking the time to prepare and present to the board the Draft on the Uniform and Grooming Standards which you and others have worked to create.

Students and faculty have expressed that there is a lack of diversity on campus both in terms of race and gender but also in lack of personal expression. The best way to remedy current campus culture is to allow for diversity to be openly expressed in a visible way.

The general feeling about the policies and standards on campus is that they do not match those of the maritime industry. The manner in which the school limits personal expression is to say that those who do not conform are wrong or unprofessional.

Those policies which ensure safety were never disputed, but policies should also protect our safety by letting us feel included and by supporting diversity through personal expression in a visible way. The uncompromising position of the administration has led to a disconnect between campus leaders and cadets. Reasoning should be sound and have justifiable cause to explain policies which restrict students' personal expression and individuality as we move to promote diversity, equity, and inclusion at Cal Maritime. By eliminating policies which restrict personal expression, we could begin to change the culture at Cal Maritime.

The primary focus of the ASCMA board is to prevent discriminatory enforcement of the grooming standards and promote diversity. With that said, here is a list of recommendations compiled from board members and other students for the existing draft on the Uniform and Grooming Standards as was presented on Nov 15<sup>th</sup>, 2021, to the ASCMA Board:

- 1) Clear nail polish is the only polish approved in the current draft. We would like to see all colors available as an option, as this does not affect safety.
- 2) Ponytails, although not mentioned in the draft, were not intended to be removed from the policy according to VP McMahon at the meeting on Nov. 15<sup>th</sup>, 2021. We recommend returning the approved ponytails to the draft to match the current policy as stated this semester.
- 3) In the case of short hair, which is shaggy, wording can be used such as "All hair which falls above the collar should be kept neat and out of the face and eyes."
- 4) It is recommended that the same units of measurement be used throughout the policy. Metric and standard units in the same policy are not advised and could lead to confusion.
- 5) Ties/tie tabs with skirts/pants should be adjusted so that students can wear whatever was issued in the sea bag. Students should not need to purchase a new tie to conform to the new policy.

## APPENDIX F - ASCMA FEEDBACK



- 6) Typos must be addressed to improve clarity. All future drafts should be presented and appear as close to the way it will appear in the handbook as possible with the entire policy presented, not just amendments. No summary of exclusions or changes should be in the draft.

## APPENDIX G - ALUMNI FEEDBACK

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### Feedback from Alumni Association President

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Thank you for providing the opportunity to respond. Last week, Terrie forwarded the same document along with a couple of others soliciting our feedback, and we received varying opinions on the grooming standard topic. (See below)

Providing a comprehensive response from the Alumni Association will take some significant time because of the varying degrees of opinion on this subject. As I mentioned in my response to Terrie, the alumni association will support the decisions the campus leadership makes on this particular topic.

Erin Pierson

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### Feedback from Individual Alumni

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Thank you, Terrie, for sharing the opportunity to have alumni feedback and VP McMahon for soliciting it. As alumni and professionals, I think there is much we can offer to the continued development of the Academy and hope we will be invited to future conversations more frequently.

Regarding grooming standards, I do support a gender neutral policy. Much has been said in support of this already, but I'll add that it would also be in-line with the Title IX requirements that the Academy is obligated to as a California State University:

#### **Notice of Non-Discrimination on the Basis of Gender or Sex**

California State University Maritime Academy does not discriminate on the basis of gender, which includes sex and gender identity or expression, or sexual orientation in its education programs or activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the basis of gender or sexual orientation in employment, as well as in all education programs and activities operated by the University (both on and off campus). <https://www.csum.edu/title-ix/>

In agreement with many others, grooming standards in the professional industry are first and foremost a safety issue. I fully support those standards.

Other standards, such as hair color or nail polish, have nothing to do with safety or professionalism for that matter. I don't think there is anything wrong with allowing self-expression. In fact, the current look-book that the school gives out to prospective students features Max Kantor in their Careers section. Max has bright blue hair, has had it for years, and is a well-respected Second Mate. So, for the school to use "professionalism" as a reason for some of these standards is a bit hypocritical to me. Instead, what is professional, is being clean and hygienic. For students to be punished for trivial things like their nail polish or size of an earring is trivial, asinine and a total waste of time that takes away from the education experience they are attending CMA for.

## APPENDIX G - ALUMNI FEEDBACK

Best,

[REDACTED]

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**Subject:** Re: For Alumni -revision of Uniform and Grooming Standards

I'm also in agreement with everyone on gender neutral uniform options.

As for grooming standards, in the industry it reflects professionalisms, but primarily are there for safety. Hair and jewelry can cause an issue while working in our environment and around equipment. Like Brian mentioned, emergency/disaster response roles are generally included with/part of your day-to-day roles within the company that you work for. Everywhere I've worked, "Safety is everyone's job" is drilled into you.

[REDACTED]

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On 12/02/2021 1:42 PM [REDACTED] wrote:

All,

I agree with [REDACTED] about many of these issues not being isolated to the CSU/CMA, but to society in general.

I will also point out with piercings, many cadets that do wear piercings, wear small studs or earrings to not detract from the professional appearance of wearing a uniform. I have yet to see any cadets wearing any obnoxious nose, yes, cheek, ear piercings.

Another note is that the cadet, faculty and commandant uniform committee has done a great job of allowing for gender neutral options and also dramatically reducing the cost of the sea bag which includes all uniform components.

I'm regards to shaving and hair, in my professional shoreside experience in both the energy and oil/gas industries, both required employees and contractors to be clean shaven (besides a tight mustache above the lip) to allow for respirator and SCBA donning as well as anyone with long hair to have it worn neatly under your hardhat so that it wasn't caught in rotating machinery. I'm not opposed to maintaining this same standard of grooming at CMA.

Kind Regards,

[REDACTED]

Sent from my iPhone

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On Dec 2, 2021, at 1:13 PM, [REDACTED] wrote:

## APPENDIX G - ALUMNI FEEDBACK

Hi Theresa,

Sure most of you know I've been hearing about this for a bit.

First the letter/voiced opinion is exactly that. There is much missing from what IS happening in industry and is frankly tone death to the world today.

We all have our opinions and we all have things for which we agree/disagree with. Some are more animated about it than others.

This being said the world we live in has changed. From the US Military to local police and fire services they have had to adapt not only to gender identity but different religious beliefs. This is not a CSU/CMA issue but a societal shift.

From my perspective going to gender neutral and/or allowing people to wear the uniform they choose CORECTLY is what is important.

We also should understand that ear-rings were normal for many years but today we see many people with nose, eye brow, etc.

It is worth understanding this shift in self expression and determine if it has an impact on professional appearance or not. (Not opinion)

Last, an issue I know that has been brought up and missed is being clean shaved.

Many companies do require anybody on the Damage Control Team to be clean shaven. This is not an option onboard.

You need to be free of a bear to allow a good fit for the SCBA mask. So, there is a reason for this requirement and this should be communicated.

As Cadets you are all part of the Campus Damage Control Team by means of standing watches on the ship and participating in shipboard classes.

Again, perspective on this.

Happy to discuss and clarify anything as well!

Cheers,



## APPENDIX H - GSA FEEDBACK

Attn:

VP McMahon

Dr. Griswold

Commandant Taliaferro

### Cal Maritime Gay-Straight Alliance Statement on Uniform and Grooming Standards

Recent events across campus and in the commercial fleet are indicative of the lack of diversity and adaptability in the industry. We are at a point where sweeping changes are not only possible but necessary in order to truly improve the culture at Cal Maritime and, in turn, the industry overall. In short, we need to change to be able to change.

ASCMA passed a resolution this semester supporting altering the grooming standards at this school to be gender-neutral. This was a great step forward and certainly steered our community in a more equitable direction. However, the turmoil that has come to light from the past and continued during this semester makes it clear that further action is necessary. The most recent draft of the grooming standards shows this as they further restrict expression through the elimination of nail polish colors.

There are many reasons the standards should be updated. The following reasons have been gathered through feedback and conversations with students, faculty, and staff:

#### Lack of visible diversity:

The opposite of diversity is uniformity. The current grooming standards make those who desire to express themselves in different ways feel invisible. When everyone looks the same, it creates an illusion of similarity. People who express themselves differently are dismissed as “wrong” or “other.” This makes these individuals feel excluded and unsafe in expressing themselves both on campus and in the industry.

#### Current regulations don’t match the industry:

Many students who have worked in the industry or been on commercial cruises, as well as faculty, can confirm that the majority of companies do not follow grooming standards like those at the school. Many mates, crew members, and engineers have piercings, colored hair, and facial hair. The school should reflect the commercial fleet and follow similar guidelines as industry partners.

#### Outdated standards of professionalism:

The student handbook emphasizes the “professionalism” of Cal Maritime’s grooming standards. These standards are outdated. Many companies have updated their policies in recent years to modernize them to reflect the diversity in the current culture.



## APPENDIX H - GSA FEEDBACK

Staff and faculty are not held to the same standards as students:

Many of the faculty and staff on this campus have dyed hair, painted nails, and piercings. While this is considered “unprofessional” according to the school's student handbook, they are still hired as working professionals by the academy. This clearly shows that the standards the school has for its professional faculty and staff are not reflected in the school’s current grooming standards for students.

Safety:

Some of the grooming standards are in place for safety. This includes some facial hair, the securing of long hair, and rules against loose jewelry. These regulations are necessary while working on the ship or in many lab classes. It is not, however, essential for students outside of labs or who don’t set foot on the ship. Hair color, nail color, and most piercings should be allowed while working, as they do not affect safety. Facial hair, longer nails, other piercings, and jewelry should be allowed for those who do not have classes in labs or on the ship.

Expression outside of school:

Many of the school’s grooming standards affect life outside of school. Hair, facial hair, and piercings cannot be changed for the few days or weeks that students are out of school because, upon return, they will be out of regulations. This means students who want to have more long-lasting changes in their appearance are unable to, even when not at school. Cal Maritime’s grooming standards should not affect life outside of school.

Reduces admissions:

The lack of diversity at this and other maritime academies likely affects admission rates. The uniformity of the school discourages people of different backgrounds from attending, further exaggerating the deficiency in diversity on this campus. Why would students apply when they don’t see themselves reflected on campus? The militaristic perception of the school is also a possible contributor to the drop in admissions. As stated on the school’s website, “Some people assume Cal Maritime is a ‘military’ academy because our students wear uniforms, but they are not correct.” Cal Maritime is clearly stated to not be a military academy and should therefore not follow such strict guidelines. Altering the grooming standards to allow for personal expression would be a step forward in changing campus culture and would encourage a more diverse group of incoming students. While some students may come here for the current regulations, most simply want to attend in order to get their licenses or degrees. Students would still be able to adhere to current regulations if they wish, but others would not have to.

Agreeing to standards does not mean there is a choice:

## APPENDIX H - GSA FEEDBACK

All of the students currently attending Cal Maritime agreed to the uniform standards at this school, however, we want to improve regulations for future classes and current students. Most agreed to the current standards because there are no other options for our specific degrees or licenses besides other academies that have the same rules.

Hawse-piping, while also an option, can take up to a decade and therefore is not a reasonable alternative. While some students like strict regulations, the majority would like to see a higher priority placed on academics and student wellbeing than on personal appearance.

Uncomfortable uniforms and CFR requirements:

“Cadet uniforms shall be supplied at the school in accordance with the uniform regulations of the School. Those regulations shall prescribe a distinctive insignia or device approved by the Maritime Administrator.” (CFR 46 part 310.11 Cadet Uniforms). Many students gain or lose weight in college, and the uniforms the school provides are uncomfortable and unflattering on most body types. The school only allows for specific brands of khakis which must be purchased from the bookstore creating a bottleneck. Orders can take months to be processed and received. As a result, many students are forced to wear their ill-fitting khakis every day for months, leading to decreased self-esteem and issues with mental health. The CFRs do not require khakis specifically. Students should have the option to wear a more comfortable, easier-to-access uniform such as a Cal Maritime polo shirt and khaki pants. This option would allow the school to conform to the CFRs while also allowing students to be comfortable and account for growth or weight fluctuation throughout their attendance at Cal Maritime. The option of khakis could still be available for those who want to wear them. Other uniforms, such as salt and peppers, can still be utilized for ceremonies while daily uniforms should be more relaxed.

With all of this in mind, we recommend the following changes to the uniform and grooming standards:

1. Allow all hair and nail colors as they do not interfere with safety and are not considered unprofessional by most modern companies.
2. Allow piercings outside of the earlobe as they generally do not interfere with safety. They could be covered or removed in lab classes or while working on the ship.
3. Allow facial hair for students not working on the ship.
4. Allow more jewelry while not in a lab class or working on the ship.
5. Provide a more comfortable uniform for students such as a simple shirt and pants. Khakis can still be available for those who want to wear them.

## APPENDIX H - GSA FEEDBACK

Thank you for your consideration. We look forward to seeing Cal Maritime improve as we work toward creating a more inclusive environment for all students, faculty, staff, and administrators.

Signed,

As of December 14, 2021 at 2100

### The Cal Maritime Gay-Straight Alliance

#### Students

Leah Wyzykowski, MT Class of '23  
Evan Frame, MT Class of '23  
Ryan Okada, MT Class of '25  
Jon Christensen, ME Class of '23  
Ailene Rodriguez, ME Class of '25  
Toni Alvarez, MT Class of '23  
Natalie So, ME Class of '23  
Natalie Pierotti, ME Class of '25  
Kyle Flanigan, MT Class of '23  
Sophie Scopazzi, MT Class of '23

Joseph Simone, MT Class of '24  
Ona Schafer, OCN Class of '25  
Suchakris Tilakamonkul, ME Class of '25  
Kaiya Kelley, ME Class of '25  
R. Ben Voth, MT Class of '24  
Brittany Holloway, ME Class of '23  
Leon Adams, MET Class of '23  
Victoria Haller, MT Class of '23  
Seine Kapsiak, MT Class of '23  
Brittany Holloway, ME Class of '23

#### Faculty and Staff

Frank Yip, Professor of Engineering  
Julie Simons, Associate Professor of  
Mathematics  
Tamara Burbach, Associate Professor of  
Marine Transportation

Ali Moradmand, Faculty (Lecturer),  
Department of Sciences and Mathematics  
Taiyo Inoue, Professor of Mathematics

**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men's Hair</b>	<b>Women's Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
<b>Cal Maritime (current)</b>	HAIRCUT - Short haircuts will be conservative in style and professional in appearance. Haircuts will not exceed two inches in bulk with a taper of no longer than 1/4" with an even fade. Angled cuts will have even graduation with a difference under 2". Sideburns will not fall below the center of the ear and will have a straight cut.	Long hair that falls below the collar must be pulled into a neat bun to fit under uniform covers. Back of hair shall not touch or fall below the collar. Bulk of the hair shall not interfere with the proper wearing of regulation headgear. Only natural hair color dyes are permitted.	Cadets are expected to shave every morning prior to wearing the uniform or conducting official business. Cadets are authorized mustaches. Mustaches will not fall below the upper lip & will not extend past the corners of the mouth. Sideburns will not exceed below the mid-ear	when worn, nail polish will be conservative in style & be as close to the wearer's skin tone as possible. All nails must be painted the same color	Women/those who identify as a woman, may wear a single pair of stud earrings in the center of the ear lobe. The earrings must be conservative & professional in style.
<b>Kings Point</b>	Keep hair neat, clean and well groomed. Hair above the ears and around the neck shall be tapered from the lower natural hairline upwards at least 3/4 inch and outward not greater than 3/4 inch to blend with hairstyle. Hair on the back of the neck must not touch the collar. Hair shall be no longer	Female Midshipmen are to wear their hair in the appropriate and tight bun at all times when in uniform. 1/C Midshipmen are authorized to French-braid their hair in lieu	Shaves are required every morning and prior to any formal regimental function including inspections for male Midshipmen. There must be	Men: Nailpolish is not authorized. Women: Nail polish may be worn, but colors shall be conservative and complement the skin tone.	Men: Earrings are not authorized and will not be worn at any time, place, or event while in uniform. Women: One earring per ear, on the earlobe, may be worn

**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men's Hair</b>	<b>Women's Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
	<p>than four inches and may not touch the ears, collar, extend below eyebrows when headgear is removed, show under front edge of headgear, or interfere with properly wearing headgear. The bulk of the hair shall not exceed approximately two inches. Bulk is defined as the distance that the mass of hair protrudes from the scalp. Hair coloring must look natural and complement the individual. Faddish styles and outrageous multicolored hair are not authorized.</p>	<p>of a bun, however, it will comply with existing grooming standards, that is, the end of the braid may not fall below the lower edge of the back of the collar and shall be inconspicuously fastened, pinned or secured to the back of the head. Hairstyles shall not be outrageously multicolored or faddish, to include shaved portions of the scalp (other than the neckline), or have designs cut or braided into the hair. Hair coloring must look natural and</p>	<p>no facial growth visible in order to pass an inspection. This requirement is included for all classes, final exams, watches, and official Academy functions.</p>		<p>with the uniform. Earrings shall be 4 – 6mm balls, approximately 1/8” – 1/4”, plain gold, silver, or pearl with a brushed matte finish or high polish. Screw-on or post types are acceptable.</p>

**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men's Hair</b>	<b>Women's Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
		complement the individual			
<b>Mass Maritime</b>	Hair shall be kept tapered, neat, clean, well groomed, and shall not touch the ears and collar. First Class and Second Class Cadet's hair shall be evenly graduated to a length not exceeding one (1) inch on top. Third Class Cadet's hair shall be evenly graduated to a length not exceeding one half (1/2) inch on top. Fourth Class Cadet's hair shall be evenly graduated to a length not exceeding one eighth (1/8) inch on top. (clipper size #1) Deviations from these standards shall only be promulgated by the Regimental Commander. Hair must look natural in color and complement the individual.	While in uniform and when wearing civilian clothes in the performance of duty, hair must be professional and balanced in appearance. The unique quality and texture of curled, waved and straight hair are recognized. All hairstyles must minimize scalp exposure. Hair shall not fall below the lower edge of the back collar nor 2 inches beyond the front of the ears.	First Class Cadets may wear mustaches. The ends may not fall beyond the corners of the mouth nor below the top lip. Handlebar mustaches are prohibited. Beards are prohibited.	Cosmetics (including nail polish) shall be applied in good taste so that colors blend with natural skin tone (neutrals). Exaggerated or faddish cosmetics styles shall not be worn with the uniform.	Earrings are not authorized for male cadets at any time on campus. When in uniform, female cadets may wear a maximum of one earring per ear, centered on the earlobe. The earrings must be a plain, small, stud-type earring; colors of any kind shall not be accepted.
<b>Texas A&amp;M Maritime</b>	After O-Week and for the entire Fall semester, Fish will maintain the	The hair may touch, but not fall below a	Males will always be clean shaven. No	Female: Nail polish may be worn, but will be beige or	Males will not under any circumstance

**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men’s Hair</b>	<b>Women’s Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
	<p>traditional “Fish cut,” which is a #1 all around. The “high and tight” with a 3-finger white-walls is the authorized haircut for Sophomores.</p> <p>The hair is cut high and tight (#2 on top) with 0 (zero) on the sides up to 3-finger lengths from top of ear and faded. The “Ivy League” with 3-finger white-walls. This haircut allows for #3 on the top with 0 (zero) on the sides up to 3-finger lengths from top of ear and faded. Seniors are authorized the “Gentleman’s Cut” (traditional taper cut) which allows for faded sides and up to two (2) inches on the top.</p>	<p>horizontal line level with the bottom edge of the back of the collar. All ponytails and long hair, including braids, must be neatly and inconspicuously fastened, pinned, or secured to the head and must not fall below the lower edge of the collar. Braided hairstyles, such as cornrows, are authorized and will be conservative and conform to the guidelines listed herein.</p>	<p>beard or mustaches are permitted. Sideburns will be of even width (not flared) and will end with a clean-shaven horizontal line. Will be tapered to conform to the rest of the hair</p>	<p>neutral in color. Male: Fingernails will be kept clean and will not extend past the fingertips or be colored.</p>	<p>wear earrings and/or body piercings while in uniform. Females may wear one earring per ear must be small round stud (gold, silver, or pearl is authorized) no hoop earrings. No other visible piercings are authorized in any uniform.</p>
<p><b>Maine Maritime - The difference between men’s and women’s grooming policies recognizes the difference between</b></p>	<p>Hair will be neatly trimmed, clean, and will present a well-groomed appearance. Hair on the back of the neck may</p>	<p>The purpose of hair regulations is to promote a neat and professional</p>	<p>The face is clean-shaven, no mustaches or beards shall be grown. This</p>	<p>Female: While in uniform, only clear nail polish shall be worn. Fingernails will be neatly</p>	<p>Female: Two small stud earrings per ear lobe may be affixed to the</p>

**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men's Hair</b>	<b>Women's Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
<p><b>the sexes; sideburns for men, different hairstyles and cosmetics for women. Establishing identical grooming and personal appearance standards for men and women would not be in the Academy's best interest and is not a factor in the assurance of equal opportunity.</b></p>	<p>not touch the collar and will be evenly tapered to the bottom of the hairline. Individual hairs on the back of the neck will not extend outward greater than ¾ inches and must not touch the collar. Hair will be no longer than two (2) inches in length fully extended on the upper portion of the head. Sideburns are neatly trimmed and tailored in the same manner as the haircut. Sideburns are styled without taper and extend no lower than the middle of the orifice of the ear and will end with a clean shaven horizontal line. "Mutton chops", "Ship's Captain" or other unusual grooming models are not authorized. Side burn individual hairs do not exceed ½ inch when fully extended. Hair will be groomed so</p>	<p>appearance. When in uniform, hair shall be worn so that it does not fall below the bottom of the collar. This shall be accomplished by either having the hair cut so as to be this length or by pulling the hair back and fastening it so that it meets this requirement. In either situation hair shall be worn so as to be neat and free of any loose "Irish pennants". No ribbons, bows, banana combs, etc. or other hair fasteners shall be visible except for gold, black, silver or</p>	<p>includes any time a Midshipman is on campus, i.e. summer school, summer sailing, summer maintenance, pre-season athletics etc. Mustaches may be authorized for seniors as a class privilege. This regulation shall be enforced strictly at the Academy. No portion of the mustache shall extend below the lip line of the upper lip.</p>	<p>trimmed and clean. Male: Fingernails will not extend past fingertips and shall be kept neat trimmed and clean.</p>	<p>ear lobe directly. Small single pearl earrings are authorized for wear with Dinner and Formal Dress uniforms. Male: : Not authorized for males while in uniform (this includes the relaxed uniform).</p>



**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men's Hair</b>	<b>Women's Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
	<p>that it neither touches the ears or collar, extend below the eyebrows when headgear is removed, nor interfere with proper wearing of headgear.</p>	<p>natural hair color conservative type barrettes. Ponytails and pigtails are not permitted in uniform. Hair must not show under the front of the brim of the garrison or dress cap. Only 1/C are authorized to wear their hair down while in the relaxed uniform. All others are authorized to wear their hair in a ponytail, banana clip or scrunchie when in the relaxed uniform. No eccentric haircuts, i.e. shaved sides, etc. The final decision is left up to the</p>			

**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men's Hair</b>	<b>Women's Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
		discretion of the Commandant's Staff.			
<b>Military (Navy)</b>	Keep hair neat, clean and well groomed. Hair above the ears and around the neck shall be tapered from the lower natural hairline upwards at least 3/4 inch and outward not greater than 3/4 inch to blend with hairstyle. Hair on the back of the neck must not touch the collar. Hair shall be no longer than four inches and may not touch the ears, collar, extend below eyebrows when headgear is removed, show under front edge of headgear, or interfere with properly wearing military headgear. The bulk of the hair shall not exceed approximately two inches. Bulk is defined as the distance that the mass of hair protrudes from the scalp. Hair coloring must look natural and present a complementary appearance. Multicolored	Hairstyles and haircuts shall present a professional and balanced appearance. Hair length, when in uniform, may touch, but not fall below a horizontal line level with the lower edge of the back of the collar. Hairstyles. Hairstyles shall not detract from a professional appearance in uniform. Styles with shaved portions of the scalp (other than the neckline), those with designs cut, braided, or parted into the	The face shall be clean shaven unless a shaving waiver is authorized by the Commanding Officer per BUPERSINST 1000.22 or a religious accommodation has been granted per BUPERSINST 1730.11. Mustaches are authorized but shall be kept neatly and closely trimmed. No portion of the mustache shall extend below the lip line of the upper lip.	Nail polish may be worn, but colors shall be conservative. White, black, red, yellow, orange, green, purple, blue, hot pink, grey, glitter, striped, or any sort of pattern/decorative nail polish are examples of unauthorized nail polish colors. Colored nail polish is not authorized for men.	Men. Not authorized while in uniform. Women. One earring per ear (centered on earlobe) may be worn while in uniform. Earrings shall be 4mm - 6mm ball (approximately 1/8 - 1/4 inch), plain with shiny or brushed matte finish, screw on or with posts.

**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men's Hair</b>	<b>Women's Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
	hair styles are not authorized.	hair, as well as dyed using unnatural colors are not authorized.			
<b>Fire Department</b>	Hair will be worn in a tight & safe manner. Long hair that falls below the collar must be pulled into a neat bun to fit under uniform covers. Back of hair shall not touch or fall below the collar. Bulk of the hair shall not interfere with the proper wearing of regulation headgear.		Sideburns and mustaches will be trimmed and well-groomed. Other facial hair, such as a beard, is not acceptable. Fire personnel who because of illness are unable to shave facial hair, may not be assigned to a line position in Operations and cannot wear a Fire Department uniform		
<b>Vallejo Police Department</b>	Only natural hair color dyes are permitted.	For female sworn members, hair must be no longer than the horizontal level of the bottom	A short and neatly trimmed mustache may be worn. Mustaches shall not extend beyond 1/4	Cosmetics and nail polish shall be conservative and subdued.	Women may wear inconspicuous earrings. Men shall not wear earrings while on duty

**APPENDIX I - MARITIME ACADEMY AND ORGANIZATIONAL STANDARDS**

	<b>Men's Hair</b>	<b>Women's Hair</b>	<b>Facial Hair</b>	<b>Nail Polish</b>	<b>Earrings</b>
		<p>of the uniform patch when the employee is standing erect, worn up or in a tightly wrapped braid or ponytail while on-duty and in uniform. Women employees shall wear their hair in a conservative style suitable for a professional public service setting.</p>	<p>inch below the corners of the mouth or beyond the natural hairline of the upper lip. No other facial hair, other than mustaches as described, shall be worn unless with the approval of the Chief of Police or his/her designee.</p>		

## APPENDIX J - CURRENT

**PURPOSE** - Create and sustain residential communities that foster academic support, promote campus engagement and personal development of the residents

### Student Athlete Council

**MISSION** - To represent cadet athletes within the Corps of Cadets, educate cadet athletes on NAIA policies, & create an avenue for taking action on topics of interest relevant to athletics.

**PURPOSE** - Provide representation and leadership to enhance the cadet athlete experience.

### Corps of Cadets Class Structure

**FOURTH CLASS (4/C)** - 4/Cs are expected to become proficient in properly executing assigned responsibilities. 4/Cs should be proactive in learning about various opportunities both on and off campus, including successfully working in a shipboard or campus environment, becoming proficient in following instructions, and growing together at the division, company, corps, and class year level.

**THIRD CLASS (3/C)** - 3/Cs are responsible for familiarizing the 4/Cs in campus life, the proper wear of the uniform, professional communication with faculty, staff, and fellow Cadets, and the transition from being a student to a Cadet. 3/Cs are expected to prepare for Commercial Cruise, International Experience, or a Cooperative Educational Program placement.

**SECOND CLASS (2/C)** - 2/Cs are expected to participate in roles of significant leadership within the Corps of Cadets. 2/Cs are expected to possess detailed knowledge of Training Ship *Golden Bear* (TSGB) or the port, and the campus. Activities planned by and/or watches stood by 2/Cs require more responsibility, more knowledge of problem-solving, and more oversight of the underclass.

**FIRST CLASS (1/C)** - 1/Cs should hold themselves to the highest personal and professional standards, as they are principally charged with holding other Cadets to those standards. 1/Cs are expected to assume a TSGB, port, or campus watch and assume duties as the Night Mate, Night Engineer, or Campus Duty Officer. Underclass Cadets should be able to look to 1/Cs for assistance with academic and practical problems. 1/Cs serve as officers in the Corps and throughout the campus.

Class standing will closely align with academic progression and, specifically, to the number of credit hours in conjunction with academic major requirements. For example, a Cadet that has attended Cal Maritime for an entire academic year, but has less than the required credits to be a sophomore, will remain a 4/C. Exceptions will be considered by the Office of the Commandant, in conjunction with Academic Affairs. All transfer students will participate in first year (4/C) activities including orientation, watch procedures, and uniform standards, unless specified by the Office of the Commandant. Upon completion of the first-year requirements, the Office of the Commandant will determine class standing in cooperation with Academic Affairs.

Watches are a learning opportunity for cadets assigned to specific roles on the TSGB and port facility for continuous operation.



### Uniform Guidance

At Cal Maritime, all cadets are expected to maintain a neat & orderly appearance. Wearing a uniform fosters a sense of belonging & equity, instills pride & discipline and prepares cadets for their maritime 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.

Exceptions to policy for uniform and grooming standards require a written authorization (known

as a “chit”) from the Office of the Commandant (i.e. alternate footwear due to an injury). Student is required to have the chit in possession at all times.

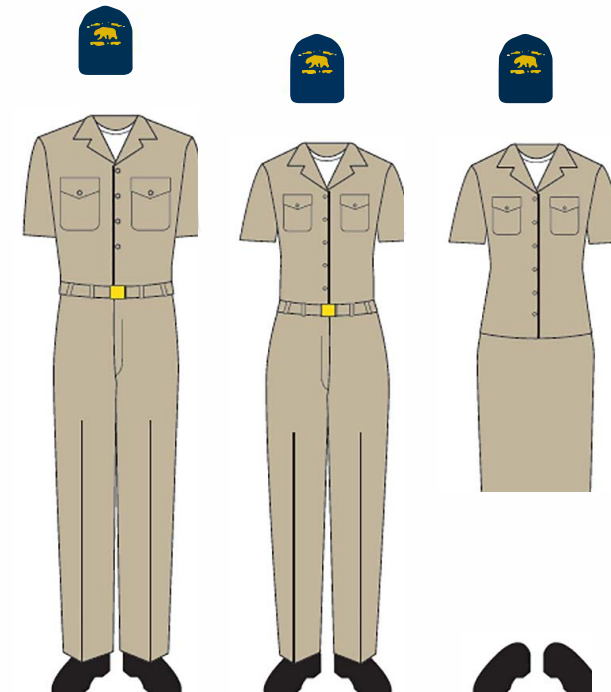
A typical Uniform of the Day at Cal Maritime will consist of the khaki uniform and optional wear of the Cal Maritime outer wear for classroom settings and issued coveralls with safety gear for labs or shipboard instruction.

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 UOD)

**THE KHAKI UNIFORM** consists of:

- 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



KHAKI UNIFORM

## APPENDIX J - CURRENT (2021-22) STANDARDS

### SALT AND PEPPERS

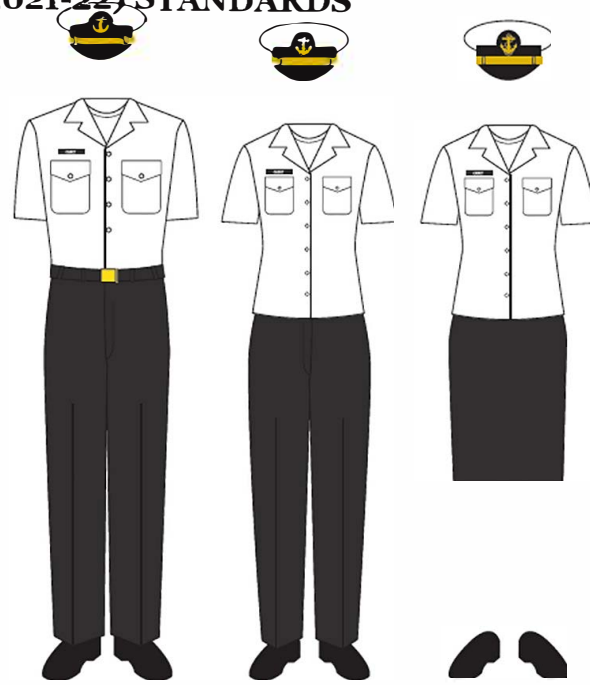
(AUTHORIZED DRESS UNIFORM)

#### THE SALT AND PEPPER UNIFORM

consists of:

- White combination cover
- White short sleeve 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, and
- Black dress socks
- Collar Devices (formerly shoulder boards)

When worn with the black dress skirt, in lieu of black crew cut socks and shined black leather dress shoes, Cadet's skin colored stockings & heels (closed heel & toe), with a heel 2 inches or less will be worn.

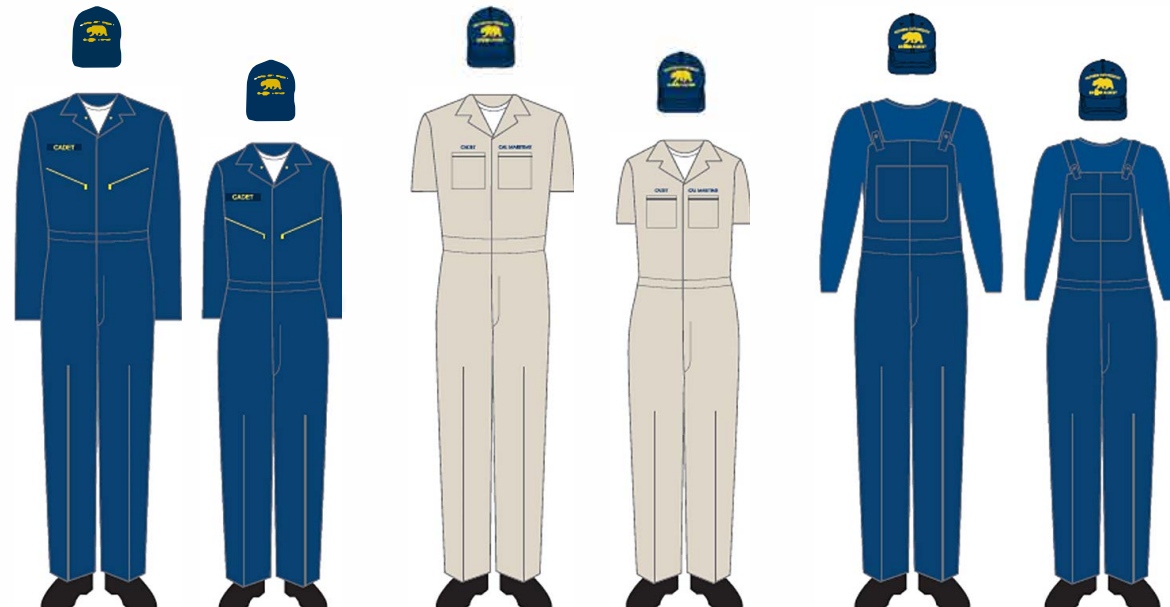


SALT & PEPPERS (S&P)

### COVERALLS UNIFORM

THE COVERALLS UNIFORM consists of:

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



COVERALLS

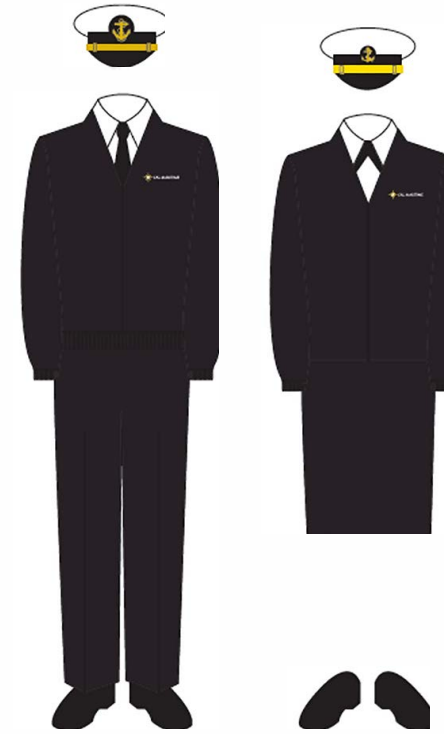
KHAKI COVERALLS

BLUE OVERALLS

### OVERALLS UNIFORM

THE OVERALLS UNIFORM consists of:

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



WINTER DRESS UNIFORM (WDU)

### WINTER DRESS UNIFORM

#### THE WINTER DRESS UNIFORM

is authorized to be worn throughout the year.

The Winter Dress uniform consists of:

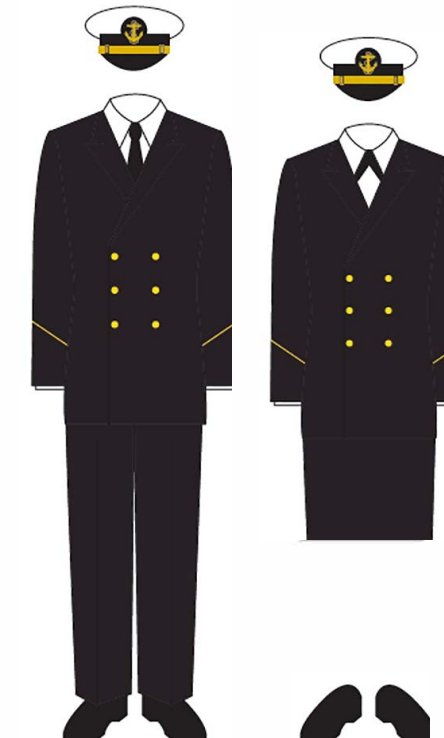
- White combination cover
- Eisenhower jacket with optional name tag
- White long sleeve dress shirt
- Black tie (half or full Windsor knot for males and black tie tab for women)
- Black dress trousers or optional black dress skirt
- Black belt with shined brass buckle
- Campus-issued black leather dress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

### SEASONAL DRESS UNIFORM

(AS APPLICABLE – UNIFORM WEAR OUT DATE THROUGH AY2022)

THE SEASONAL DRESS UNIFORM is authorized to be worn throughout the year. The SDB uniform consists of:

- White combination cover
- Dress blue coat with proper rank on sleeve
- White long sleeve dress shirt
- Black tie (half or full Windsor knot for males and black tie tab for women)
- 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 UNIFORM (SDB)

#### 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. **NOTE:** No substitutions shall be made in uniform without prior approval.

## APPENDIX J - CURRENT (2021-22) STANDARDS



### SPIRIT GEAR UNIFORM

- Any Cal Maritime, Division, Company, or Keelhauler Shirt
- Jeans or Chino pants
- Closed toed shoes or sneakers



### PHYSICAL FITNESS UNIFORM

**THE PHYSICAL FITNESS UNIFORM** consists of:

- Cal Maritime "Blue Crew" t-shirt or Grey Keelhauler Shirt
- Blue Keelhauler Shorts
- Under Armor Track Suit
- Athletic shoes

**AT CAL MARITIME** cadets demonstrate a commitment to one another and to the University through the proper wear of the uniform. Wearing a uniform correctly fosters a sense of belonging, equity, pride, and prepares cadets for their profession.

Exceptions to policy for uniform and grooming standards require a written authorization (known as a "chit") from the Office of the Commandant (e.g. alternate footwear due to an injury). Cadets are required to have the chit in possession at all times in uniform.

### INSIGNIA

Insignia consists of stripes or rank device to indicate position, rank and class and an emblem or device to indicate academic departments.

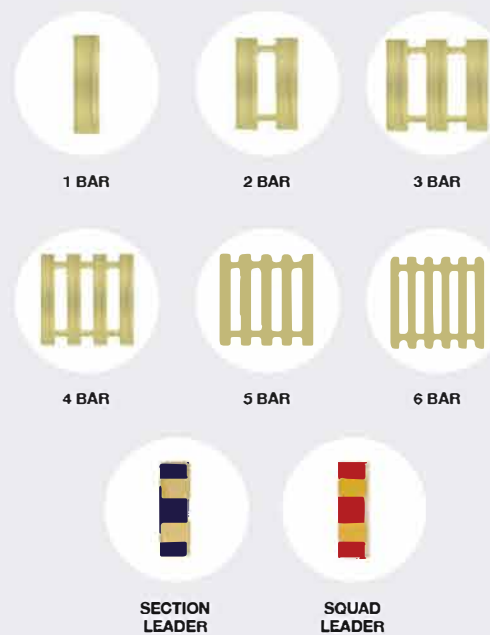
The following tables present the approved insignia, sleeve, shoulder, and collar devices for the Cal Maritime Corps of Cadets.

See pages 48 and 52 for more information.

#### Major Collar Devices



#### Rank Collar Devices

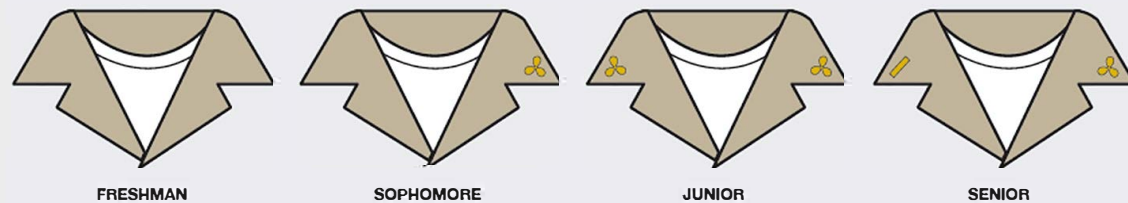


#### Awards & Ribbons



## APPENDIX J - CURRENT (2021-22) STANDARDS

### Class Collar Insignia



FRESHMAN

SOPHOMORE

JUNIOR

SENIOR

### Devices



STRATEGIC SEA LIFT OFFICER

USCGAUP

ARMY ROTC

AIR FORCE ROTC

### Combination Cover Crest by Branch



CADET

UNITED STATES MARITIME SERVICE

UNITED STATES NAVY

UNITED STATES COAST GUARD

UNITED STATES MARINE CORPS

UNITED STATES ARMY

UNITED STATES AIR FORCE

### Commissioned Officer Rank Insignia



ENSIGN

LIEUTENANT JUNIOR GRADE

LIEUTENANT

LT. COMMANDER

COMMANDER

CAPTAIN



### GENERAL INFORMATION

At Cal Maritime, cadets demonstrate a commitment to one another and to the University through the proper wear of the uniform. Wearing a uniform correctly fosters a sense of belonging, equity, pride, and prepares cadets for their profession.

### CELL PHONES

- While transiting or moving around lower campus phones and electronics use should be kept to a minimum.
- If you receive or need to make a call stay in one spot and complete it before continue to transit campus.

### HEADPHONES

- While transiting or moving around lower campus, headphones are not authorized while in uniform.
- If you are stationary, studying, or transiting to upper campus, headphones are authorized in uniform.

**HANDS IN POCKETS** - Not authorized while in uniform at any time (sitting, standing, walking)

**SUNGLASSES** - Authorized, except in formation. Straps (to hold glasses in place) are authorized. Sunglasses should be conservative in color and style. Sunglasses will be put in pocket or bag when not worn (not on head or tucked in shirt).

**SWEATSHIRTS** - Non-seabag Hoodies and sweatshirts are not authorized with any uniform. This includes underneath the coverall uniform.

### GROOMING STANDARDS

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 Cadet Conduct.

### CADETS WHO IDENTIFY AS MALE

**HAIR:** Male hair shall be no longer than four inches and may not touch the ears, collar, extend below

eyebrows when headgear is removed, show under front edge of headgear, or interfere with proper wearing of safety headgear. Hair on the back of the neck must not touch the collar. Haircuts will not exceed two inches in bulk with a taper of no longer than ¼" with an even fade. Angled cuts will have even graduation with a difference under 2". Sideburns will not fall below the center of the ear and will have a straight cut. Only natural hair color dyes are permitted.

**SHAVING:** Male cadets are required to shave every morning before donning the uniform or conducting official business. Cadets are authorized to have mustaches. Mustaches will not fall below the upper lip and will not extend past the corners of the mouth.

### CADETS WHO IDENTIFY AS FEMALE

**HAIR:** Females are to wear their hair in an appropriate and professional manner. Ponytails and braids that fall below the collar are authorized in uniform but may not exceed 3 inches below the bottom of the collar. Bulk of the hair shall not interfere with the proper wearing of regulation headgear. Only natural hair color dyes are permitted.

When required by lab and shipboard regulation, hair will be styled into a tight bun to fit inside the appropriate headgear to prevent hair from exposure to moving machinery and other unsafe conditions.

**HAIR ACCESSORIES:** All hair accessories must be consistent with wearer's hair color. Excessive number of accessories may not be worn.

**CADETS WHO IDENTIFY AS OTHER THAN MALE OR FEMALE** (e.g., non-binary, genderfluid, or genderqueer) - Cadets identifying as other than male or female may request reasonable adaptations to the restrictions of uniform and grooming standards for male and female cadets. After discussion with the Director of Cadet Equity and the Commandant of Cadets, grooming standards guidance will be provided in writing to each requesting cadet. Cadets will be provided the same uniform items as cadets who identify as either male or female.



## APPENDIX J - CURRENT

**CADETS IN GENDER TRANSITION** - Cadets in gender transition from male to female or female to male must meet with the Director of Cadet Equity and the Commandant of Cadets prior to the point at which they will adopt new uniform and grooming standards for their identified gender. Once a cadet has updated their record and informed the Director of Cadet Equity and the Commandant of Cadets, they will receive written guidance to facilitate their adoption of their new gender standards.

### COSMETICS AND ACCESSORIES

**MAKE-UP** - Make-up will be conservative in style, professional in appearance, and complement the skin tone of the wearer.

**NAIL POLISH** - When worn, nail polish will be conservative in style and complement the skin tone of the wearer. All nails will be painted the same color.

**EARRINGS** - Women are authorized to wear a single pair stud-earrings that are conservative and professional in style. Nose rings, additional earrings, or other facial piercings are not authorized in uniform.

### Professional Image

Appearance in and out of uniform is a key element for how others perceive Cal Maritime and its graduates. One of the main goals and learning opportunities at Cal Maritime is the ability to present yourself professionally no matter the setting. When attending classes, transiting campus, and interacting with people from the community it is your individual responsibility to represent Cal Maritime with pride.

**CLOTHING** - Appropriate clothing must be worn at all times.

**UNIFORM AWARENESS** - Uniforms worn after the duty day will still be worn to standard. Old, torn, ripped, stained, etc. uniform items must be changed out.

**TRACK SUITS** - Not authorized after 1630 when attending class. Are authorized after 1630 in the

Dining Center. Are authorized in the library. Jackets will be zipped  $\frac{3}{4}$  up. Sneakers will be worn.

**COVERALLS/OVERALLS** - Authorized working uniform for labs and watches. Working blues are being phased out and are only authorized for the cadet classes that were issued them.

**COVERALL PATCHES** - Divisional patch is sewn on the left sleeve and your company patch is sewn on your right sleeve. Veterans are authorized to sew on an overseas unit patch in lieu of the company patch.

**WATCH CAPS & BLACK GLOVES** - Authorized from November 1st to March 1st. Watch caps will be black & worn correctly on the head. Watch caps and gloves are not authorized in formation.

**JACKETS** - The only authorized jackets in uniform are the issued jackets and issued raincoats. Jackets should be zipped  $\frac{3}{4}$  of the way up. The use of the yellow “ducky suit” is authorized during inclement weather, to include the yellow pants.

**PINS ON COVERS** - Pins/patches are not authorized on covers while in uniform.

**FOOTWEAR IN KHAKIS** - Black boots/black oxfords are the only authorized footwear (no sneakers, flip flops, etc.).

**FIVE UNIFORMS** are issued to every Cadet that are to be worn as directed.

**The Uniform of the Day (UoD)** will be determined by the Office of the Commandant and include guidance for uniforms both in classrooms as well as labs or shipboard instruction. Exceptions to policy for uniform and grooming standards (eg: an injury) require a written authorization, known as a “chit,” from the Office of the Commandant. Cadets with chits are required to have the chit on their person at all times.

A typical UoD announcement will consist of the khaki uniform and optional wear of the Cal Maritime outerwear for classroom settings and issued coveralls with safety gear for labs or shipboard instruction.

**SPIRIT GEAR** - Worn only when authorized by the Commandant’s Office as the UoD. Spirit gear includes track pants, a Cal Maritime shirt, & track jacket. All other uniform/grooming standards apply while in spirit gear (e.g. hair & jewelry regulations).

**BACKPACK** - Must be professional in color and style; not worn during formation.

**KNIVES, LANYARDS, ETC.** - A knife is authorized in the back pockets. Carabiners and lanyards will be put in pockets or backpack (not clipped on belt loops). No other ornaments are authorized on the uniform.

**WATCHSTANDING UNIFORM** - Khaki Coveralls or Blue Coveralls/Overalls are the authorized uniforms for watchstanding.

**SKATEBOARDING, BIKING, ROLLERBLADING, & SCOOTING** - Skateboarding is NOT permitted on lower campus. All other forms of travel are permitted on roads only (not sidewalks, quad, etc.). California State traffic laws will be followed while riding a self-propelled or electric mode of transportation.

### The Edwards Leadership Program

The Edwards Leadership Development Program began in the Fall of 2014 with a generous gift from Tom and Libby Edwards. Tom and Libby Edwards sponsor and embrace the value of a maritime education in combination with world-class leadership development.

The intent of the Edwards Leadership Development Program is to provide cadets with a distinct, palpable leadership advantage in combination with a world-class maritime education. In combination with the Corps of Cadets experience, academics, career services, extracurricular programs, and athletic and recreational activities, the Edwards Leadership Development Program serves cadets as an effort aimed at making meaning of those developmental opportunities.

The Edwards Leadership Development Program consists of three areas:

- The Edwards Leadership Seminar Series

- Peer Coaching
- Partners & Events
- Research and Development

The Edwards Leadership Seminar Series is the cohort-based, foundational leadership experience that serves as a catalyst for learning and leading in the global maritime environment.

Peer Coaching is the cohort-based, skill-building workshop that allows cadets to deepen their knowledge of leadership principles by helping fellow cadets apply their learning and recognize their development.

Partners and Events allows cadets to apply new knowledge in off-campus settings, explore different points of view, and work with other educators and leaders.

### Formation and Watchstanding

Formation demonstrates the commitment to the Cadet Experience through personal accountability, self-discipline, communication, and time management.

Formation is held Monday, Wednesday, and Friday at 07:20. Formation may be modified to different times and locations, for example, the 11:00am leadership hour for special ceremonies.

Cal Maritime produces graduates that fill both ocean-going and shore-based employment opportunities where a working knowledge of watchstanding is beneficial.

Cal Maritime interprets the term “watch” to be the community activity that enables individual cadets to reinforce institution-wide learning objectives and contributes to greater campus well-being and enhanced Cadet life.

Each Cadet is required to stand on average 12 four-hour watches per academic year for a total of 48 four-hour watches across a four-year matriculation

Formation and watch may be modified by the Office of the Commandant for the 2021-2022 Academic Year to include additional safety protocols or to increase campus well-being and enhanced cadet life.