

UNITED STATES DEPARTMENT OF THE INTERIOR
NATIONAL PARK SERVICE
WASHINGTON, D. C.

NATIONAL PARK SERVICE
UNIFORM STANDARDS
WOMEN

DECEMBER 1970

B. Why a Uniform

A distinctive uniform worn with pride, dignity, and demeanor promotes the ideals of the organization it represents.

The National Park Service uniform immediately identifies the wearer as a representative of a Service whose employees have dedicated themselves to preserving the superlative natural, cultural, and recreational areas of the United States and presenting them in a manner which brings appreciation and enjoyment through understanding.

The performance of the people who have worn this uniform for more than a half a century has earned the Service an enviable reputation, nationally and internationally.

The roles of the Service are now projected into many large cities, and the public image there should reflect the many fine traditions which have been established and are associated with the present uniform. Thus, the image would be the same whether it be in Alaska, Wyoming, or New York.

The reputation and the tradition symbolized by the uniform has created a cohesive organization with a high esprit de corps, and the wearer will find a public recognition which will facilitate doing his job in an effective, efficient manner.

C. Who Shall Wear a Uniform

The Director, Directors of the Regions, and Superintendents shall determine which employees may wear the uniform and shall specify the items which are to be worn and under what conditions, locations, and circumstances. In general, this may include any employee who has direct contact with the visiting public.

D. When is a Uniform Worn

The uniform is worn whenever an employee who is designated to wear one is on duty within a park area or National Park Service Office. The uniform may be worn on other occasions in or out of a park area where taste and judgment indicate it would be appropriate to do so, particularly when such appearance would enhance public knowledge, understanding, and support of the National Park Service, its policies, and programs. When the uniform is worn, it shall be as

prescribed in these standards, or as prescribed by the Superintendent to meet local needs. Variations from these standards should be minimal.

E. Standards of Appearance When Wearing the National Park Service Uniform

The National Park Service is a people serving organization, managing our Nation's natural and cultural heritage for their inspiration, benefit, and enjoyment, now and in the future. Our uniform is a badge of our identity by which the visitor may seek services and information from our receptionists, interpreters, and maintenance personnel who are regularly working in the "public eye." For this reason, everyone who wears the uniform should wear it with pride and should make every effort to maintain a neat appearance.

The NPS training booklet, Say, Ranger, says this about wearing the uniform:

"Your uniform tells people you are a member of the National Park Service. It gives you a sort of 'foundation personality' to build upon.

"One can't slouch attractively in a uniform. So don't try. Somehow, uniforms seem cut for individuals who hold heads up and shoulders back. Strangely enough, humans look better that way. Especially you. Poised. Vital. Ready for come-what-may.

"Uniforms do save a lot of decisions about what to wear. But they do not save on

(a) cleaning and laundry bills;

(b) personal grooming.

"To speak more pointedly: while with his ears the visitor hangs on to your every word, he's also zeroing in with eyes and nose. Under certain circumstances, honest sweat is encouraged. It's the aftermath that causes people to sidle away from you. As the TV commercials say, "Never risk offending." It is easy to offend without knowing. Keep a clean shirt on hand at the shop for emergencies.

"Nothing fits with a uniform except the articles listed below in the National Park Service Uniform Standards. No feathers, no white socks, please. Conversely, what's worn must be worn right; fabric pressed and unfrayed, tie straight, leather gear and metalwork gleaming.

"Obviously, since uniform allowances are provided, they are to be spent, but only spent on uniforms. You may love that battered old Stetson, but the public will never understand what you two mean to each other. Get a new one.

"Try to see yourself through the visitor's eyes, and be sure that self-regard doesn't dull the critique."

Your appearance in uniform will be satisfactory when standards are maintained as follows:

Hat: The Stetson hat is the hallmark of the Park Ranger. Since the woman's hat is made in the same style, the same extra care is required to keep this item in proper condition. The brim must be kept flat and free from oily fingerprints. It should be professionally cleaned and blocked at regular intervals.

Dress, Tunic, Slacks, and Culottes: must be clean and neat. If washed properly, the fabric should not require ironing, but may need "touch-up" pressing to remove "sitting" wrinkles. Care should be exercised to prevent getting makeup on the white neckline trim. All garments must be the prescribed length as stated in the uniform standards below. All fastenings must be closed when the garment is worn.

Hose: must be worn with all prescribed uniforms. Should be beige neutral tone stockings or panty-hose.

Shoes and all leather: must be kept clean, polished, and in good condition.

Accessories: Those items prescribed as optional accessories must conform to the prescribed color and style. They must be kept clean and in good repair. Care must be used in the selection of jewelry as allowed in the standards. Conspicuous or ornate rings are not consistent with the intent of the standards.

WOMEN (age 25 and over)

		WEIGHT IN POUNDS (in indoor clothing)		
		Small Frame	Medium Frame	Large Frame
HEIGHT (in shoes) 2" heels				
4	10	92 - 98	96 - 107	104 - 119
4	11	94 - 101	98 - 110	106 - 122
5	0	96 - 104	101 - 113	109 - 125
5	1	99 - 107	104 - 116	112 - 128
5	2	102 - 110	107 - 119	115 - 131
5	3	105 - 113	110 - 122	118 - 134
5	4	108 - 116	113 - 126	121 - 138
5	5	111 - 119	116 - 130	125 - 142
5	6	114 - 123	120 - 135	129 - 146
5	7	118 - 127	124 - 139	133 - 150
5	8	122 - 131	128 - 143	137 - 154
5	9	126 - 135	132 - 147	141 - 158
5	10	130 - 140	136 - 151	145 - 163
5	11	134 - 144	140 - 155	149 - 168
6	0	138 - 148	144 - 159	153 - 173

Each employee authorized to wear the uniform must be well groomed and ensure that her personal appearance at all times reflects credit upon herself and the National Park Service. Supervisors are responsible for the general appearance of their uniformed personnel. Employees may be denied the privilege of wearing the uniform when their personal appearance reflects adversely upon the Service or other uniformed personnel.

Although not a uniform item, sunglasses are often desirable in many outdoor situations. To avoid undue public criticism and to present a more sophisticated appearance, the wearer should select conservative style frames and lenses. Reflective lenses shall not be worn because this prevents the eye-to-eye contact with visitors and fellow employees.

Hair should be neat and simply styled to go with the hat. Makeup should convey a healthy natural appearance. Every uniformed employee will endeavor to maintain her weight in an appropriate ratio between height and weight as recommended in the weight chart. Every uniformed employee in the Service will be weighed every six months. The distribution of weight over the frame of any individual should be such that it does not detract from the appearance of that person while in uniform. This could mean that the weight of the person might correspond to the height-weight chart and yet the appearance could be such to require counseling by the Superintendent concerning her overall appearance. An individual exceeding the maximum weight standards might because of her weight distribution, possibly attributed to physical activity or body conditioning, present an acceptable appearance while in uniform. Normally this should not exceed 10 pounds over the maximum considering the body frame. All other employees who do not fall within the weight chart except as indicated above will be counseled by the Superintendent, and if appropriate, the employee would consult her personal physician for medical advice.

The appearance and dress of uniformed employees are the responsibility of both the employee and her supervisor and any problems in these areas should be resolved at the supervisor-employee level.

Superintendents may take employees out of uniform when, in their opinion, the employee's personal appearance detracts from the uniform and what it symbolizes.

II. Uniform Standards - Women

A. Purpose

1. To provide uniformity in the appearance of National Park Service personnel who are in direct contact with and/or in view of the visiting public.

B. General Guidelines

1. A Uniform Committee, appointed by the Director, shall periodically evaluate suggestions and recommendations concerning the uniform.
2. The items of uniform an employee shall possess and wear shall be based upon:
 - (1) the duties to be performed.
 - (2) the climatic conditions encountered or the work situation of her assignment.

C. Women's Dress Uniform

The women's dress uniform is a departure from the traditional forest green and now embraces the environment--the colors of earth and sand, air and snow, and the sun. The dress hat serves as the link to the past and the male counterpart and as initial identification for the park visitor.

All permanent personnel authorized to wear the dress uniform will possess all items of the basic dress uniform as a minimum.

1. Basic Dress Uniform

- a. Dress, tan with white trim, small arrowhead patch on right front bodice.
- b. Jacket, tan, small arrowhead patch on right front bodice.
- c. Hat, felt.
- d. Shoes, tan to light brown, simple comfortable style with $1\frac{1}{2}$ or higher heel.
- e. Nametag, gold, to be worn above arrowhead patch.

2. Classes of Uniform

The following classes of uniform are intended to provide flexibility by prescribing the appropriate uniform for each area and climatic conditions. Superintendents may prescribe in their local uniform code any class of dress uniform which best fits the needs of his personnel with regard to appearance, comfort, and duty assignment. Where possible, all uniformed personnel of an area should be in the same class of dress uniform. This may not always be practical.

a. Class A (Basic)

The Class A dress uniform is the basic uniform. It shall be worn for all formal and semiformal occasions, at social functions, for all official contacts outside the area, and on other occasions as prescribed by the Superintendent. On ceremonial occasions, the scarf and gloves will be worn. If carried, a handbag should meet the criteria as prescribed in these standards. (Note: Discretion is urged in determining the use of the hat. It is not recommended for indoor use.)

b. Class B (Warm Weather)

The Class B dress uniform shall consist of the basic uniform without the jacket. The straw hat may be authorized in lieu of the felt hat. The Class B dress uniform may be worn for all occasions when the climatic conditions dictate. For ceremonial occasions, the scarf and gloves will be worn.

c. Class C (Cool Weather)

The Class C dress uniform consists of the basic uniform as described above except that the tunic-slacks or tunic-culottes may be worn in place of the dress and boots may be worn in place of shoes. The Class C uniform may be worn for all occasions within the park as prescribed by the Superintendent.

d. Class D (Warm Weather)

The Class D dress uniform will consist of the same items as the Class C except that the jacket will not be worn.

e. Class E

The Class E dress uniform consists of the tunic-slacks, insulated parka, boots, and acarf hat. The Class E dress uniform may be authorized for those areas subject to persistent winter conditions. It may be worn for all occasions except those prescribed for the Class A dress uniform.

f. Class F

The Class F dress uniform will consist of the tunic-jeans, felt, or straw hat, depending upon the seasons, shoes or boots, depending upon the terrain. The Class F dress uniform will be worn only in those situations where rough terrain or hazardous conditions exist. The parka may be worn in cold weather.

3. Dress Uniform Chart

The following chart indicates the various items to be worn with each class of the dress uniform. Accessory items must be of the prescribed type.

Dress Uniform Items	Class of Dress Uniform					
	A	B	C/	D	E	F
a. Dress	x	x				
b. Jacket	x		x			x
c. Tunic			x	x	x	x
d. Slacks			o	o	x	
e. Culottes			o	o		
f. Shoes	x	x	o	o		o
g. Boots	o		o	o	x	o
h. Hat	x	x	x	x		x
i. Handbag	o	o	o	o	o	
j. Gloves	o	o	o		o	o

		Class of Dress Uniform					
Dress Uniform Items		A	B	C	D	E	F
k.	Scarf	o	o	o	o	o	
l.	Scarf Hat	o'	o'	o'	o'	x	
m.	Coat	x (as needed for warmth or rain)					
n.	Sweater	o		o		o	o
o.	Parka					x	o'
p.	Jeans						x
q.	Umbrella			(as needed)			
r.	Hosiery	x	x	x	x	x	x
s.	Rainhat Cover			(as needed)			
t.	Nametag	x	x	x	x	x	x
u.	I.D. Card (USDI)	x	x	x	x	x	x

x - required

o - optional, but prescribed type

o' - when climatic conditions dictate and all employees are the same

- a. Dress - A-line style, tan double knit polyester fabric with white neckline and sleeve trim. A white belt of the same fabric is optional by the individual employee; long back zipper; a small arrowhead patch is sewn to the right front of the bodice. Hemline to be worn in moderate, conservative style, subject to fashion changes. Present length to be no shorter than one (1) inch above the knee.
- b. Jacket - tan double knit polyester fabric with self-trim, button front with matching buttons, fully lined. Small arrowhead patch to be sewn to the right front bodice.
- c. Tunic - tan double knit polyester fabric with white neckline and sleeve trim. A full length zipper opens down left front. A small arrowhead patch to be sewn to the right front bodice.
- d. Slacks - tan double knit polyester fabric. Elastic waistband. Slack length should slope from front instep to about $1\frac{1}{4}$ inch from ground at heel.
- e. Culottes - tan double knit polyester fabric with front and back side panels. Length to be no shorter than one (1) inch above the knee.

- f. Shoes - should be simple in styling and have a comfortable heel. Color should be beige or tan to light brown in same color family as basic uniform, smooth or lightly grained leather (not suede or reptile.)
- g. Boots - should be simple in styling, comfortable and for winter should have warm lining. Again, color should be beige or tan to light brown in same color family as basic uniform in smooth or lightly grained leather (not suede or reptile). Work boots should coordinate as nearly as possible.
- h. Hat - Tan hard-brimmed felt with grosgrain band and detachable chin strap, also of grosgrain.
(Straw hat description to be provided at a later date; specifications not firm at this time.)
- i. Handbag - Matching color to shoes -- leather for winter, straw or fabric for summer.
- j. Gloves - White or beige short gloves should be worn with Class A, Class B, and Class C dress uniform when prescribed. Warm gloves in dark brown may be worn with the Class E dress uniform and when the coat is worn.
- k. Scarf - 32" x 32" square; 100 percent polyester twill; white background with National Park Service motif and orange border. It is worn as prescribed for ceremonial affairs. It is also an optional accessory and may be worn at the neckline or as an extra head covering for warmth or in windy weather.
- l. Scarf Hat - Soft beret, 100 percent cotton broadcloth with vinyl coating with National Park Service motif. To be worn for bad weather head cover. It is packable and dries rapidly.
- m. Coat - A beige poplin classic-style coat with a zip-in liner. No other outer coat may be worn with the uniform items except as noted in Class E and F dress uniforms.
- n. Sweater - A cardigan in white or dark brown to be worn only when needed for additional warmth and prescribed by the local uniform code.

- o. Parka - Quilted parka in white or dark brown to be worn only as prescribed with Class E or F dress uniforms.
- p. Jeans - Camel or wheat beige to be worn only as prescribed with Class F dress uniform.
- q. Umbrella - Gold or light brown to be carried with any class uniform as needed for protection.
- r. Hosiery - Beige neutral tone panty-hose or stockings are required with all classes of uniform.
- s. Rainhat Cover - Clear vinyl to fit hat size to be worn on hard-brimmed hat for rain protection.
- t. Nametag - Gold nametag to be worn with each class of uniform above arrowhead patch. Should not be worn on parka, coat, or sweater.
- u. Identification card - A USDI identification card shall be carried by each person authorized to wear the dress uniform to identify her as an employee of the National Park Service.
- v. Jewelry - Simple pearl or gold earrings, personal rings and a watch may be worn. Judicious use of the American Indian craftwork in silver and turquoise is also permitted.

D. Women's Work Uniform

Consistent with the standards developed for a man's work uniform, the new design for women's uniforms included a specific garment for women employees where the wearing of the dress uniform would be clearly inappropriate because of the nature of the duty assignment. The work uniform serves the same basic purpose as the dress uniform in that it identifies the wearer as an employee of the National Park Service and a person from whom a visitor may obtain necessary service or assistance.

1. Work Uniform Items

The work uniform consists of the following items:

- a. Domesticians work smock - tan, orange and white striped; Kodel-cotton seersucker with full length zipper fly front; pocket and sleeve self-trim; arrowhead patch to be sewn on right front bodice.

- b. Shoes or boots - Here the emphasis is on comfort and suitability to the duties; color should be beige or tan to light brown to coordinate with the work smock.
- c. Handbag - If carried, should be of matching leather in winter or of fabric or straw in summer.
- d. Scarf - Same scarf as prescribed for the Basic Dress Uniform should be worn when needed as a head-covering.
- e. Scarf Hat - May be worn optionally as prescribed with the dress uniform.
- f. Coat - The beige poplin class-style coat with zip-in liner as prescribed for the Dress Uniform should be worn when a top coat or raincoat is needed. No other outer garment is authorized with the work uniform.
- g. Sweater - White or dark brown cardigan may be worn when needed for additional warmth.
- h. Nametag - Gold nametag should be worn over the arrowhead patch.
- i. I.D. Card - A USDI identification card shall be carried by each person authorized to wear the uniform to identify her as an employee of the National Park Service.
- j. The Class F Dress Uniform - without hat may be authorized in limited situations where most of the **duties** occur outside in extreme weather conditions.

2. Who May Wear the Work Uniform

Any employee authorized by the Director, Director of a Region, or a Superintendent may be authorized to wear the work uniform. Normally, seasonal employees should not be so authorized unless their duties are such as to make the wearing of the uniform clearly advantageous. Employees authorized to wear the dress uniform are automatically authorized to wear the work uniform while performing duties inappropriate for the dress uniform.

E. Women's Special Uniforms

- 1. Co-operating Association employees in a park may be authorized to wear the zip-up smock if identification with the Service is important to their duties or part of their

time is spent supplementing regular park staff. It may also be worn as a maternity uniform or for seasonal employees if prescribed by the Superintendent.

This item is listed as Supportive Personnel's Zip-up Smock. It has a full-length front zipper. It is tan with white neckline, sleeve and pocket trim. The fabric is 100 percent polyester faille.

2. Volunteer Personnel - Anyone assigned on a volunteer basis within the park to public contact duties is authorized to wear the Pop-on.

The Pop-on is sleeveless with a back neck closing; in burnt orange with white neckline and pocket trim; 100 percent polyester faille.

3. Lifeguards - The lifeguard uniform will be worn by all persons assigned to lifeguard duties at beaches or pools operated by the Service.

The uniform will consist of a one-piece classic swimming suit in bright orange; bright orange nylon shell jacket; bright orange baseball type cap. Swimming suit to be marked with standard American Red Cross lifesaving emblem on lower left side of suit. Arrowhead patch should be sewn on right top of jacket. Nametag should be above arrowhead patch.

4. Nurse

The nurse uniform will be worn by registered nurses while performing nursing duties in any National Park Service facility.

The uniform will consist of the traditional white nurse uniform of white dress, white cap, white stockings, and white shoes. The standard gold National Park Service nametag will be worn on the right front of the dress; small arrowhead patch on the left sleeve of the uniform. A white or navy blue sweater may be worn. The traditional nurse's navy blue cape may also be worn when weather conditions dictate.