

## Hair and Head Coverings Guidance

We want everyone at the University of Nottingham to feel a sense of belonging by bringing their authentic selves to work, study, or when visiting. There is a societal history of people facing barriers, stigma, or discrimination due to their natural Afro hair or their head coverings and we aim to ensure the university is a place where everyone can be appreciated for who they are. Diversity of appearance may reflect religious or cultural norms, arise from a medical condition, or result from individual choices and it is important that we respect and celebrate this diversity. You can see some examples of head coverings and hairstyles below, but this is not an exhaustive list.



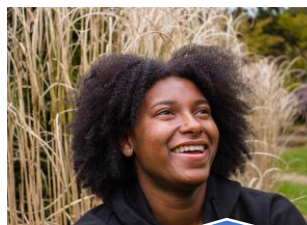
**Hijabs**

- In Islam, some Muslim women wear a Hijab as part of their faith



**Turbans**

- Some Sikh people wear a turban and don't cut their hair



**Natural Afro hairstyles**

- Natural Afro hair can be an important part of one's identity



**Locs**

- Locs might have a cultural or religious significance

*This guidance has been co-created with students and staff from the university and has been inspired by [Crowns, a portrait exhibition](#) at Lakeside Arts celebrating natural hairstyles and head coverings. The images above were a part of the exhibition.*

### If you have natural Afro hair, Locs, braids or wear a head covering

- You deserve to be treated with dignity and respect and be provided with appropriate equipment as required.

### General good practice

- It is not acceptable to touch someone else's hair, head covering, wig, or head without their consent
- Respect any decision not to reply to personal questions about one's hair or head covering
- Do not ask anyone to remove their head covering
- If someone's religious headdress comes off, it is polite to look away while they fix it
- If you experience or witness microaggressions, bullying or harassment related to natural hair or head coverings, this should be reported via [Report and Support](#).

### Health and Safety / Personal Protective Equipment

- There are situations within the university that may require you to wear a uniform or personal protective equipment (PPE)
- Where possible, PPE should be reviewed and sourced ahead of time to ensure a variety of PPE sizes and options are available at any time to accommodate different head coverings and hairstyles
- If there is any conflict or compromise between dress and health and safety, the activity will need to be risk assessed to establish an alternative risk mitigation measure. Such situations should be discussed sensitively with the aim of finding a satisfactory outcome that does not compromise anyone's dignity.
- The person concerned should be involved in any discussions and decision-making about suitable alternatives
- If a specific item is needed, your local [Health and Safety Co-ordinator](#) should be able to assist

### Other considerations

- Guidance for students on placements may differ and students will be required to adhere to any local guidelines. Please contact your local placements team for more information.
- Those who wear head coverings or wigs might need regular [access to a private space](#) with a mirror
- In addition to PPE, specific equipment may be required (i.e. different types of headsets or different sized graduation caps)
- There might be other specific guidance available within schools or disciplines to refer to e.g. School of Medicine

### Good practice examples

- School of Pharmacy has acquired different sized hair nets for sterile lab work to prevent students from needing multiple hair nets to cover their hair
- Disposable hijab covers can be purchased and kept in environments where they might be needed