



# Diverse Customers

San Diego County Sheriff's  
Department: Licensing

# Learning Objectives



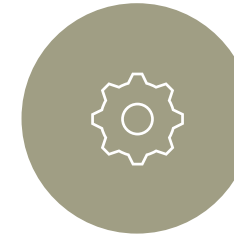
UNDERSTAND  
THE CORE  
VALUES



UNDERSTAND THE  
PROCEDURES



LEARN ABOUT  
DIFFERENT  
CULTURES



LEARN  
PRACTICAL  
TOOLS

# Core Values

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# Core Values

- HONESTY – We are truthful in our words and in our actions
- INTEGRITY – As people of character and principle, we do what is right, even when no one is looking
- LOYALTY – We are loyal to the values of our department and our profession and committed to protecting the quality of life in the communities we serve
- TRUST – We are confident in the integrity, the ability and the good character of our colleagues
- RESPECT – We treat everyone with dignity, honoring the rights of all individuals
- FAIRNESS – We are just and impartial in all our interactions
- DIVERSITY – We embrace the strength of diversity in our employees and our communities
- COMPASSION – We are compassionate in our words, actions, and deeds



# Licensing Objective

## Objective

To reasonably identify a licensing applicant for the purposes of providing accurate identification by visual and written description of the person's physical appearance/likeness (SAY/INDICATE green eyes and brown hair in writing, then SEE green eyes and brown hair, etc.) while keeping the public safe, protected and informed.



# Licensing Procedure

## PROCEDURE

Sheriff's License Division handles law enforcement regulated licenses that require applicants to submit to a background investigation. Part of the background investigation consists of completing an application, submitting fingerprints, and taking a photograph. The photograph is not only for identification purposes but also part of the investigative file. In addition, occasionally, the photograph is placed on the license itself or an identification card, depending on the license being applied for.



# Licensing Procedure

## PROCEDURE

Appointments are scheduled for all initial applicants to submit their applications, along with fingerprints and photographs.

Two photographs are taken for every applicant. One forward-facing head and shoulders photo, one profile head and shoulders photo (usually of the left side of the face). If the applicant wears glasses, a third photo (forward-facing, head and shoulders) is taken wearing glasses.

The photos will be cropped to only show the head and shoulders when they are placed on a license or identification card. The head and face should be unobstructed from medical masks, gaiters, sunglasses, and other head coverings rendering a clearly identifiable person. Exceptions may be made for individuals who wear head coverings based on a religious belief. A copy of all photos taken are placed in the applicant's file for investigative purposes.



# Religious Head Coverings





# Muslim Religious Head Coverings

- Islam, as a religion, has certain modesty parameters between genders which include the level of interaction with the opposite gender and types of dress
- Muslim women may wear a head covering called a hijab that is considered obligatory and cannot be removed in the presence of non-related men or in public
- Muslim men may wear a skull cap or head covering to exercise their religious beliefs

# Muslim Women Head Coverings

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**Burka**

Full body, covers entire face, a mesh screen covers the eyes



**Niqab**

Veil for the face, eyes remain visible



**Hijab**

Square scarf covers head and neck



**Chador**

Full-body cloak



**Shayla**

Long scarf, wrapped around the head



**Al-Amira**

Two-piece headscarf



**Khimar**

Cape-like, covering hair, neck and shoulders



# Muslim Men Head Coverings

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# Jewish Religious Head Coverings

- Worn for tradition, modesty, and to practice rituals
- It is not required of men to have their entire hair covered
- Both men and women wear other traditional dress for religious purposes
- Men may remove their head covering for a short period of time if necessary for security and safety
- Men can't travel or walk with their head uncovered
- Women cover some or all their hair for modesty (especially after marriage)

# Jewish Women Head Coverings

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# Jewish Men's Head Coverings

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# Sikhism

## Religious Head Coverings

- Both men and women wear turbans
- Turbans are about 15 feet long
- They come in different colors/designs, and it depends on taste or fashion, not a ranking system
- Turbans can be tied differently
- Represents total humility before God and their dedication to living a spiritual life
- Turbans must be worn all the time in public
- More men than women wear them
- Some women cover their heads with a chunni which is a head scarf
- When necessary to remove, ensure it is in a clean and private setting



# Sikhism Religious Head Coverings





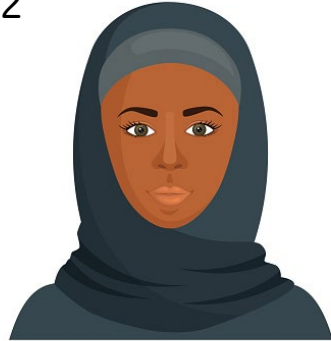
# Group Discussion

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# Group Discussion

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