



Franklin County Public Health  
280 East Broad Street  
Columbus, Ohio 43215-4562  
(614) 525-3160  
www.myfcph.org

**MEMORANDUM**  
Food Safety Program

**TO:** Food Safety Program Registered Sanitarians and Sanitarians-In-Training  
**FROM:** Garrett Guillozet, Food Safety Section Supervisor  
**DATE:** May 10, 2019  
**RE:** 3717-1-02.3(C) Hair restraints - effectiveness.

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*(C) Hair restraints - effectiveness.*

*Food employees shall effectively restrain hair by wearing hair restraints such as hats, hair coverings or nets, beard restraints, and clothing that covers body hair, that are designed and worn to effectively keep their hair from contacting exposed food; clean equipment, utensils, or linens; or unwrapped single-service or single-use articles. This provision does not apply to food employees such as counter staff who only serve beverages and wrapped or packaged foods, hostesses, and wait staff if they present a minimal risk of contaminating exposed food; clean equipment, utensils, and linens; and unwrapped single-service and single-use articles.*

**The Food Safety Section has determined that the following guidance will be implemented to determine who must wear hair restraints, and what constitutes a hair restraint.**

**Food Employees:** According to 3701-1-01(45): a food employee is defined as "an individuals working with unpackaged food, food equipment or utensils, or food-contact surfaces."

Therefore, all employees who are handling exposed, unpackaged food items, food equipment or utensils, and food contact surfaces, shall be required to wear a hair restraint. This is to include baristas who are preparing drinks, bartenders who are preparing and serving beverages, and all kitchen employees.

Additionally, all servers who have hair that is below their shoulders must effectively restrain their hair by the use of an approved method as outlined below.

**Hair Restraints:** As required by 3717-1-2.3(C), hair must be restrained by the use of hats, hair coverings or nets. Additionally, it has been determined that wide hair bands and bandanas may be used to restrain hair. All hair longer than shoulder length should be placed into a bun, ponytail, etc., and placed into a hair net, hat or other covering that removes the risk of the hair touching exposed food, food-contact surfaces or food utensils and equipment.

**Beard Restraints:** All facial hair that is longer than 1/4 inch must be restrained through the use of a beard net or snood.