

Team Member Facial Hair Removal FAQs

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Required facial hair compliance for N95 respirators

Facial hair provides a barrier to the proper fit of an N95 respirator. The presence of facial hair compromises the ability of the respirator to fully protect the team member, making it impossible to verify an adequate seal of the respirator to the face. Spectrum Health team members who are required to wear an N95 respirator for their role **must remove facial hair** that prevents a proper fit in line with the [CDC approved facial hair guidance](#). PAPRs will be reserved for team members that could not pass fit testing with any available N95s. Team members should follow the [facial hair requirements](#) based on COVID-19 surges and Command Center status.

Frequently Asked Questions

Q: I have the potential to be pulled to a COVID unit, does this mean that I am included in the required removal of facial hair?

A: Yes, that does mean that you are included in the facial hair removal requirement.

Q: I cannot get a fit testing appointment right away due to availability in the schedule should I remain unshaven until my appointment?

A: If you are unable to get into your fit testing appointment right away due to availability in the scheduled, you need to shave and wear a 3M 9205+ N95 respirator with a seal check until you can be fit tested.

Q: Do I have the choice to not comply with the requirements to remove my facial hair?

A: No, compliance to the requirements outlined for facial hair are not optional. Facial hair removal as stated is a condition of work/requirement that the organization is standing behind so working outside these guidelines would be viewed as a serious violation of safety protocols.

If you have concerns with the requirements, please reach out to your leader for further guidance.

Q: I shaved prior to going to being fit tested and ended up still not being able to be fit tested to a N95 respirator can I now re-grow my beard?

A: Yes, if you shaved your beard as per requirements but were not able to be fit properly for a N95 respirator after shaving, then you can re-grow your beard. You would need to use a PAPR going forward.

Q: Will this be the expectation for only SH team members or for contracted team members as well? (i.e. ECS providers, Radiology providers, Non SHMG specialty providers and APPs, etc...)

A: All SH team members and contracted team members are required to follow the requirements.

Q: Can I buy and use my own PAPR so I can be exempt from this requirement?

A: No, you cannot buy your own PAPR and use it at work you must use a PAPR provided by Spectrum Health.