

# Tattoos & Body Piercings

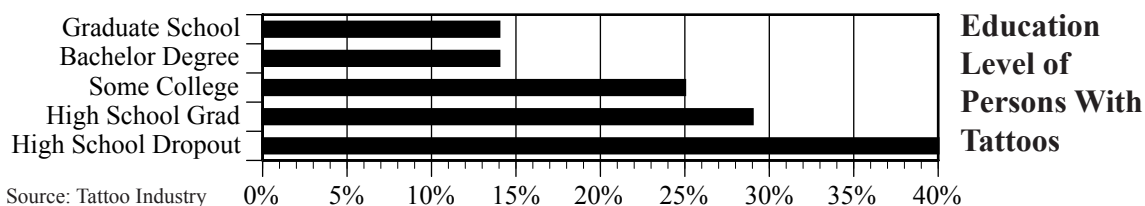
## What are tattoos and body piercings (body art)?

According to Mayo Medical Clinic, tattoo is a permanent skin design made with color pigments inserted through pricks into your skin. The tattoo machine is like a hand-held sewing machine with several needles piercing the skin repeatedly to insert ink droplets. The process causes bleeding and slight to much pain.

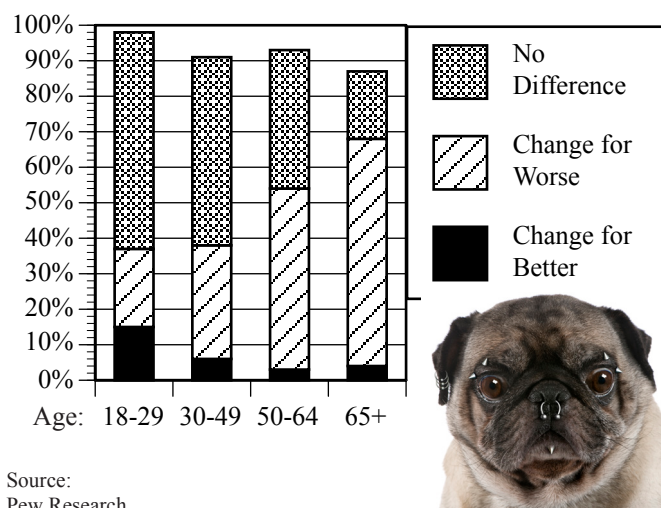
**Risks of tattoo process** includes allergic reactions to the dyes; skin infections, bumps (called granulomas) around tattoo; raised skin areas (called keloids or scar tissue) around tattoo; blood diseases such tetanus, hepatitis-B, hepatitis-C from unclean tattoo equipment; and problems with MRI exams (tattoo eyeliner causes incorrect MRI images for eye problems). **Body piercing** is the practice of puncturing or cutting a part of human body (such as ear, nose, or tongue) to create an opening in which jewelry may be worn.

## Do employers have a right to reject a job applicant because of a tattoo or body piercing?

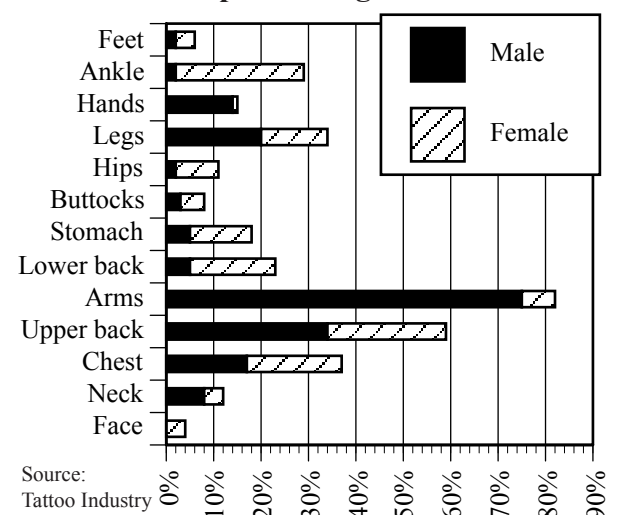
Yes. Employers have a right to set dress rules as long as the employer does not discriminate against a person's race, color, religion, age, national origin, disability, genetic information, or gender. Tattoos and body piercings are not listed as First Amendment rights. Dress codes are legal that require short hair for men (and allow long hair for women); and no visible body piercings (and allow women to wear earrings). Employers may discriminate against visible body art if the employer fears that employees with body art might harm the professional image of the company. Over 75% of employers consider body art unprofessional. CareerBuilder survey found the following personal traits prevents workers from promotions: Piercings (37%); Bad breath (34%); Visible tattoo (31%); Wrinkled clothes (31%); Messy hair (29%); Dress too casual (28%); Too much perfume or cologne (26%); Too much makeup (22%); Chewed fingernails (10%); Too suntanned (4%).



## More People Getting Tattoos Has Been . . .



## Where Are People Getting Tattoos?



### What types of jobs are body art friendly?

A fancy hotel may not hire a job seeker for concierge (personal assistant for hotel guests) with tattoo of skulls and crossbones on back of the hand, but the same hotel may hire job seekers with this tattoo for a dishwasher in kitchen. Some employers (such as Subway, WalMart, Google, Amazon) may allow visible body art depending upon hiring manager's opinion. Other employers (such as airlines and hospitals) may have strict rules that say, "Do not hire applicants with visible body art." Body art rules vary by state, company, and manager's opinion of body art. To find out if an employer hires applicants with body art, visit the work site and look at workers who work there to find out if body art is acceptable. Will workers with body art receive promotions to management jobs? The answer in today's work world is often "no." Employers' opinions may change in the future to become more body art friendly.



### Why do people decide to try to remove tattoos?

According to a survey: 58% just decide to remove it; 57% suffer embarrassment; 38% did not feel good about his or herself because of the tattoo; 38% wanted a new job or career; 37% had a problem with clothes; 25% experienced stigma (negative image view by others).



**How are tattoos removed?** Tattoo removal is very difficult. Removal methods include: 1) Laser surgery where Q-switch lasers release powerful pulses of energy to heat and shatter the tattoo ink. Multi-color tattoos require different laser wavelengths, and many sessions are necessary and may never erase the tattoo completely. 2) Dermabrasion (tattoo skin is sanded down with high-speed abrasion wheel that allows tattoo ink to leach out of the skin, but tattoo may not completely erase). 3) Surgical removal where the tattoo is removed with a scalpel. Edges of skin are stitched together. Surgical removal leaves scars and is used for small tattoos only.

### QUICK CHECK:

1. a) What is a tattoo machine like? b) How does it work? c) What does the process cause?
2. List 6 risks of the tattoo process.
3. What is body piercing?
4. What do employers have a right to set?
5. Is body art a First Amendment right?
6. What percent of employers consider body art unprofessional?
7. List the top 5 personal traits that prevent workers from promotions.
8. Graph: a) Which education level of persons get most tattoos? b) Which level is second?
9. What percent think tattoos have been a change for the worse: a) 18-29 year olds? b) 50-65 year olds? c) Persons 65+ years old?
10. a) In your opinion, in which age group are most of managers who hire job seekers? b) As 18-29 year olds become hiring managers, do you think the work world views of body art will change? c) Give a reason for your answer.
11. Which body part gets the most tattoos: a) For males? b) For females?
12. In what job may a fancy hotel allow body art?
13. Which employers may allow body art?
14. Which employers may not allow body art?
15. How do you find out if body art is allowed?
16. a) Are workers with body art promoted to management? b) What may happen in future?
17. List the top 4 reasons tattoos are removed.
18. Describe how tattoos are removed by: a) Laser. b) Dermabrasion. c) Surgery.
19. a) Do you think that body art should be allowed in all jobs? b) Give reasons for your answer.