

# TEAM 21

## STANDARDS BOOK



# FIRST IN SUPPORT

THE FIRST IN SUPPORT STANDARD

OCTOBER 2023



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, 21ST THEATER SUSTAINMENT COMMAND**  
**UNIT 23203**  
**APO AE 09263**

AETS-CG

25 October 2023

MEMORANDUM FOR All Soldiers of the 21st Theater Sustainment Command (TSC)

SUBJECT: The First in Support Standards Book

1. The primary purpose of this Standards Book (hereinafter “pamphlet”) is to educate and instill upon all service members (SM) of the 21st TSC the basic standards for individual discipline, appearance, conduct, and military customs and courtesy as established by Army Regulations and policies.
2. These standards apply to all United States service members of the 21st TSC subordinate commands and all Soldiers and units assigned, attached, OPCON, and ADCON, where the Commanding General exercises authority as the Senior Mission Commander. Soldiers shall adhere to these standards while serving in the 21st TSC on and off duty.
3. The Soldiers of the 21st TSC will maintain themselves, their equipment, and their reputation as a premier warfighting and sustainment unit. Compliance with these standards is paramount to the discipline of our formations and the execution of strategic and operational sustainment across Europe and Africa.
4. **FIRST IN SUPPORT!**

KOFIE B. PRIMUS  
CSM, USA  
Command Sergeant Major

RONALD R. RAGIN  
Brigadier General, USA  
Commanding

## CONTENT PAGE FORMAT

- 1. TSC History**
- 2. 21<sup>st</sup> Theater Sustainment Command Campaigns and Unit Awards**
- 3. 21<sup>st</sup> TSC Shoulder Sleeve Insignia (SSI) Patch**
- 4. 21<sup>st</sup> TSC Distinctive Unit Insignia (DUI) Crest**
- 5. Military Customs and Courtesies**
- 6. Uniform Standards**
  - a. Headgear
  - b. Uniform while performing range operations
  - c. Identification Tags
  - d. Security Identification Badges
- 7. Physical Readiness Training (PRT)**
- 8. Training**
- 9. Professional Conduct**
  - a. Appearance
  - b. Off-Limit Areas
  - c. Profanity
  - d. Fraternalization
  - e. POV Usage
  - f. Bikes/Electric Scooters
  - g. Tactical Vehicles
  - h. Non-tactical Vehicles
  - i. Government Travel Credit Cards
  - j. Social Media
- 10. Barracks Management Program**
  - a. Barracks/Room Standards
  - b. Soldier's Roles and Responsibilities
  - c. Inspections
  - d. Pets
  - e. Quiet Hours
  - f. Alcoholic Beverages in Single Enlisted Quarters
  - g. Single Enlisted Soldier Quarters Visitation Policy
- 11. Safety / Protecting the Force**
  - a. Alcohol consumption
  - b. Drug use
  - c. Hot weather injuries
  - , d. Cold weather injuries
- 12. SHARP**

### **13. Hazing, Abuse, and Unprofessional Activities**

### **14. Command and Soldier Resources**

- a. Open Door Policy
- b. Inspector General (IG)
- c. Military Equal Opportunity (MEO)
- d. MFLAC
- e. Chaplain
- f. Military OneSource

### **15. Absence and Passes**

**Appendix A.** The Army Song

**Appendix B.** The German and U.S. National Anthems

**Appendix C.** The 21<sup>st</sup> TSC Song

**Appendix D.** Appearance and Grooming Modifications

**Appendix E.** APEL Flyer

**Appendix F.** USAREUR-AF Mail Grooming Standards

**Appendix G.** Critical Contact Information

## TSC HISTORY

Inheriting a distinguished tradition of combat service support, the lineage and honors of the 21<sup>st</sup> Theater Sustainment Command began on 23 June 1965 with the activation of the 1<sup>st</sup> Support Brigade (SB). The unit originated as a maintenance support headquarters under Seventh Army Support Command; the brigade's first home was in Mannheim, Germany.

After the U.S. military withdrawal from France in 1967 and the organization of the U.S. Theater Army Support Command, Europe, informally known as TASCUM, the brigade became the rear area counterpart of the newly formed corps support commands. In 1969, the SB was assigned to TASCUM.

In 1974, TASCUM was merged with Headquarters, U.S. Army, Europe, and the mission of the 1<sup>st</sup> SB was expanded to include base operations support for eight military communities and the management of regional area support. The brigade was upgraded to a general officer command, and the HQ moved to Panzer Kaserne, Kaiserslautern, Germany.

By mid-1976, the 1<sup>st</sup> SB's personnel strength was approximately 16,000 – the largest brigade in the U.S. Army. Consequently, the Department of the Army approved elevating the commander's position to major general. On 19 August 1976, the brigade was redesignated the 21<sup>st</sup> Support Command (SUPCOM).

During the next several years, critical missions and units were assigned to the 21<sup>st</sup> SUPCOM. In June 1981, the President of the U.S. elevated the commander's position to lieutenant general, reflecting the organization's status as a Theater Army Area Command (TAACOM). Accordingly, on 18 October 1988, the 21<sup>st</sup> SUPCOM officially changed to the 21<sup>st</sup> TAACOM and was primarily a name-only change that already reflected the unit's official designation. In 1993, the grade of the 21<sup>st</sup> TAACOM Commander was returned to major general.

In October 2000, the unit became the 21<sup>st</sup> Theater Support Command (TSC). After the fall of the Berlin Wall and the crumbling threat from the Soviet East, the command's mission changed drastically. The mission was no longer to prepare for major theater conflicts but to support numerous ongoing operations within and in neighboring theaters. Another significant difference in the mission was that the unit was now providing substantial direct support to combat units in theater. During this period, the deactivation of the Corps Support Commands put the mission of direct support to combat units in the 21<sup>st</sup> hands. The change also reflected that the unit now commanded deployable forces and was considered a forward deployable command.

In July 2007, the command was renamed the 21<sup>st</sup> Theater Sustainment Command (TSC) and expanded to include broader functionality and support operations outside the European theater. The significant difference is in the capabilities the unit controls. Under the new TSC, the command oversees the Army Military Police Brigade for the theater, the Engineer Brigade, and the function previously fulfilled by the 1<sup>st</sup> Personnel Command. The term sustainment reflects this broader range of support provided to USAREUR-AF.

Throughout this evolution, the 21<sup>st</sup> has retained the lineage and honors, distinguishing flag (colors), and distinctive unit badge and shoulder sleeve insignia of the "FIRST IN SUPPORT!"

## 21<sup>ST</sup> THEATER SUSTAINMENT COMMAND CAMPAIGNS AND UNIT AWARDS

The following awards are authorized for wear on the Army Service Uniform (ASU)/Army Green Service Uniform (AGSU) while assigned to the 21<sup>st</sup> TSC.

Army Superior Unit Award: 21 May 2001 – 22 May 2002



Army Superior Unit Award: 01 April 2016 – 30 April 2017



Army Superior Unit Award: 01 July 2019 – 30 June 2019



Meritorious Unit Citation: 31 August 2021 – 1 November 2021



## 21<sup>ST</sup> TSC SHOULDER SLEEVE INSIGNIA (SSI) PATCH

The 21<sup>st</sup> TSC Shoulder Sleeve Insignia was initially approved for the 1<sup>st</sup> Support Brigade on 11 February 1966; it has been redesignated for each new designation the unit has received since then. In the center of a shield is a millrind, an iron reinforcement found in the center of a millstone that supports it as it rotates on an axle to grind wheat, grain, or corn. Teal is used as the color because Sustainment is branch immaterial.



## 21<sup>st</sup> TSC DISTINCTIVE UNIT INSIGNIA (DUI) CREST

The Unit Crest for the 21<sup>st</sup> Theater Sustainment Command pays homage to its birthplace, headquarters, and the first geographical area for which it provided its support services. A blue horizontal band in the middle of the Crest, or Distinctive Unit Insignia, is an allusion to the Rhine River Valley; the vertical, double-hooked arrow, a symbol for a wolf trap, is taken from the arms of the city of Mannheim, where the Command was first activated. The Command's deep understanding of the importance of its mission is underscored by the inclusion of its motto, "First in Support," at the base of the Crest.



## MILITARY CUSTOMS AND COURTESIES

The Army is an organization that instills pride in its members because of its history, mission, capabilities, and the respect it has earned in the service of the Nation. That pride is reflected in the customs, courtesies, and traditions the Army acculturated. 21<sup>ST</sup> TSC takes great pride in its heritage and legacy, and we are proud of our customs, courtesies, and traditions.

*Saluting.* Soldiers shall render the proper military courtesies to all U.S. and foreign military superior officers and NCOs. The exchange of a salute is one of the oldest traditions in the military and a visible sign of good discipline and mutual respect. It also demonstrates situational awareness and individual vigilance as Service Members actively scan their area and seek those approaching on foot or in vehicles as possible superior officers so that they may recognize them with a sharp salute and greeting of the day in a disciplined and proud manner.

a. Enlisted personnel, NCOs, and junior officers WILL render salutes and salutations (unit/motto) to all senior officers. All Soldiers render the salute with a verbal greeting of the day or passing of the unit motto while saluting. "Good morning, Sir," "Good afternoon, Ma'am," "Good evening, Sir." "First in Support" the response is "Stronger Together!"

b. Saluting is mandatory in field training, real-world contingency operations, or combat situations, just as in garrison. Unless dictated by local SOP.

c. Service members will remain situationally aware when outdoors to recognize and salute all officers. A red plate depicting rank is displayed for Generals and other senior officer vehicles, and headlights are turned on to identify the vehicle better. Soldiers will render the proper salute to these vehicles.

d. Junior enlisted Soldiers WILL greet senior enlisted Soldiers with the greeting of the day. "Good morning, SGT."

***Courtesies Rendered During Ceremonial Songs.*** When any ceremonial songs below are played or heard on any military installation in Europe, ALL VEHICLES in the area shall stop, personnel shall safely dismount the vehicle, and render the proper courtesy. Civilians will place their right hand over their hearts.

a. **Reveille.** Played at 0630 daily. When outside, in APFU or duty uniform and not in formation, face the flag or music and salute on the first note. Remain at "Present Arms" until the completion of the last note. In civilian clothes, stand at "Attention" and place the right hand over the heart (or headgear over the left shoulder if worn) until the last note is played. When in a formation or a group, the Senior soldier present will call the group to "Attention" at the first note of "Reveille" and then "Present, Arms" at the first note of "To the Colors" and then "Order, Arms" at the conclusion.

b. **Retreat/To the Colors.** Played at 1700 daily. This tradition is celebrated in two distinct parts; the bugle call of "Retreat" followed by "To the Colors." When outside, face toward the Colors or music and assume the position of "Attention" on the first note of Retreat. Remain in this position and render the hand salute on the first note of "To the Colors." When in formation or a group while in uniform, the senior ranking Soldier orders the formation to the position of "Parade Rest." On the first note of "To the Colors," the senior ranking Soldier orders the formation to "Attention, Present Arms." In civilian clothes, stand at "Attention" during "Retreat" and place the right hand over the heart (headgear placed over the left shoulder if worn).

c. **National Anthem.** When outside, in IPFU or duty uniform and not in formation, face toward the Colors or music, assume the position of "Attention," and render the hand salute on the first note of the music. All veterans can render the hand salute when the National Anthem is played. In civilian clothes, stand at "Attention" and place the right hand over the heart (or headgear over the left shoulder if worn) or render the hand salute on the first note. Soldiers will extend this courtesy to both the U.S. and all National Anthems.

d. **21<sup>st</sup> TSC Song.** The 21<sup>st</sup> TSC Song will be sung at all official ceremonies, and if the Army Song is performed, the 21<sup>st</sup> TSC Song will be sung before the Army Song. As with the Army Song, when the 21<sup>st</sup> TSC Song is performed, all participants will come to the position of "Attention" and join in with the song.

### ***Addressing Officers and Noncommissioned Officers.***

a. **In General.** The first person to sight an officer who is higher in rank than the officer present in the room shall call the room to "Attention." When a senior noncommissioned officer enters a room/area, the first person to sight the senior NCO shall sound "At Ease." Examples are unit headquarters, orderly rooms, supply rooms, day rooms, squad rooms, and hallways. In smaller rooms containing one or two Soldiers, the Soldier(s) should rise and stand at the position of attention when an officer enters the room or "Parade Rest" when an NCO enters.

b. **During Conversations.** All Soldiers, officers, or enlisted WILL come to the position of attention facing a senior officer when spoken to in an official capacity. When an enlisted Soldier speaks to a noncommissioned officer, the Soldier WILL stand at "Parade Rest" unless otherwise directed by the NCO. A subordinate WILL stand when

spoken to by someone senior in rank unless the superior directs otherwise. When walking with a senior Soldier, the junior Soldier walks to the senior's left side.

c. **Formations.** When an officer approaches Soldiers in a formation, the person responsible for the formation calls "Attention" and renders a salute for the entire group. When an officer senior in rank approaches a group of individuals not in formation, the first person sighting the officer calls, "Attention," everyone in the group faces the officer and renders a salute with the appropriate greeting. Soldiers working as part of a detail or participating in other group activities such as athletics do not salute. If not actively engaged, the person in charge salutes for the entire detail or a group of Soldiers. While running in a PT formation, the senior Soldier in charge of the running formation will sound off with their unit's motto and call out "Sir" or "Ma'am."

## UNIFORM STANDARDS

The wear of the Army uniform is outlined in AR 670-1. The Army combat uniform (ACU) and the improved hot weather combat uniform (IHWCU) in the operational camouflage pattern (OCP) is a daily work (duty), utility, and field uniforms. The ACU maternity work uniform in the OCP is a daily work and utility uniform for pregnant Soldiers. Authorized variations to this uniform are detailed and depicted in DA PAM 670-1.

### Headgear

Soldiers in uniform shall wear appropriate headgear when outdoors. Headgear shall not create a bulky appearance or protrude from any pocket when not worn.

a. **Beret.** The black beret is the 21<sup>st</sup> TSC primary headgear for flag honor detail. It will be worn for special events such as parades, change of command/responsibility ceremonies, or when prescribed by the commander.

b. **Patrol Cap (PC).** While in duty uniform, soldiers shall wear the patrol cap as the primary headgear. Soldiers shall wear appropriate rank. The rank shall be centered between the brim and the top of the cap. The nametape is worn centered (sewn or velcroed) on the back of the PC. The patrol cap will not be worn with a "Ranger Roll" or have a boxed appearance.

c. **Baseball Cap.** Baseball caps can only be worn in OCPs within sections, motor pools, etc., with approval from leadership.

d. **Fleece Cap.** The fleece cap is authorized for wear with the physical fitness uniform or combat uniform in field environments when the Army combat helmet (ACH) is not worn in work details or other settings. Soldiers may wear the microfleece cap in garrison when the ambient temperature is below 32 degrees Fahrenheit. Commanders will assess the situation when performing duties in cold weather for prolonged periods and can alter the prescribed uniform standards based on mission requirements. The black/tan fleece cap shall be pulled down snugly on the head, with the bottom edge covering the ears but not the eyebrows. Soldiers may fold but not roll the bottom edge of the cap.

### Uniform while performing range operations

At a minimum, Soldiers will wear the ACH, issued body armor, eyewear from the Authorized Protective Eyewear List (APEL), gloves, and approved hearing protection while on the firing line. During small arms zeroing, commanders may, at their discretion,

determine whether Soldiers can downgrade to PC and remove body armor. During range operations, Soldiers will be in full tactical uniform, on or off the firing line. Soldiers may remove ACH during range briefs or chow operations. See Appendix E for authorized APEL.

### **Identification tags**

Soldiers will wear identification (ID) tags while in uniform unless otherwise directed by the commander. Personnel will wear ID tags around the neck, except when safety considerations apply.

### **Security Identification Badges**

In restricted areas, commanders may prescribe the wear of security ID badges IAW AR 600-8-14. Personnel will only wear security ID badges inside the respective building for which they are required. The manner of wear will be determined by the organization that requires wearing the badges, typically worn visibly above the waistline. Only black or military-affiliated lanyards will be used when security badges are worn around the neck. All other types of lanyards are not authorized in uniform.

### **PHYSICAL READINESS TRAINING (PRT)**

PRT is the most important training event of each duty day. PRT allows us to build physical, emotional, and mental fitness while improving our stamina, strength, and physical readiness. Conducting PRT brings the entire team, section, platoon, or company-level units together and builds teamwork, trust, and esprit de corps. Leaders will ensure all Soldiers assigned to the 21<sup>st</sup> TSC are physically fit and ready to “Fight Tonight.”

Soldiers will conduct PRT five (5) days a week. Soldiers will take the Army Combat Fitness Test (ACFT) twice each calendar year. Commanders may administer the ACFT as often as they wish. However, a minimum of four (4) months will separate record tests. Leaders responsible for scheduling and supervising PRT should dedicate sufficient time to plan and conduct PRT when it makes the most sense and provide for mass participation regardless of rank, age, or gender during every PRT session.

Use road guard vests when conducting physical fitness training in platoon size or above formations. During limited visibility, road guards are to use flashlights when running. When running on undesignated roads, Soldiers will utilize a road guard vest or reflective belt.

Soldiers cannot wear earbuds while running on busy roads on a military installation.

### **Uniform standard for dismounted road march, tactical / conditioning**

a. **Tactical uniform.** The uniform for this foot march is the OCP, Advanced Combat Helmet (ACH)\* heat index dependent, gloves, APEL eyewear, body armor or FLC/TAPS with attached modular components, MOLLE ruck or assault pack, and weapon (carried at the ready). The above uniform intends to mimic the uniform worn during combat operations. Leaders of the formation may designate additional wear or modify as they see fit to meet conditioning standards.

b. **Conditioning uniform.** The uniform for the conditioning foot march is the Army Physical Fitness Uniform (APFU), combat boots, Assault Pack, or rucksack. The

formation leaders may designate the additional wear of the IOTV/IBA/Tactical Plate Carrier/FLC/TAPS with the IFAK attached. Leaders of the formation may assign other wear or modify as they see fit to meet conditioning standards.

c. **IPFU.** The Individual Physical Fitness Uniform (IPFU) is the issued uniform. It must be worn while conducting PRT, IAW FM 7-22, Appendix D (figure D-2), and while on installations during designated PRT hours. Unit T-Shirts are a means to build Esprit de corps and are authorized under the direction of the unit commanders. Soldiers conducting off-post PRT will wear civilian clothing only.

d. **Female Soldier PRT Hair Guidelines.** Female Soldiers with long-length hair may wear it in a ponytail to, during, and from PRT. If elected, female Soldiers will sport a single ponytail centered on the back of the head. If the ACH is worn during PRT, hair shall be secured using normal guidelines IAW AR 670-1.

All Soldiers must understand that their responsibility is to achieve and sustain high physical readiness and resilience. Many Soldiers are assigned to duty positions that restrict participation in collective unit PRT programs. Examples include HQ Staff, hospital, and shift work. In such cases, commanders may authorize individual training programs for their Soldiers. Still, they must emphasize and develop leadership environments that encourage and motivate Soldiers to accept personal responsibility for their physical readiness (FM 7-22, 4-19).

Before attending any service school, all Soldiers will conduct an ACFT and body fat screening per AR 600-9.

### **Pregnancy and Postpartum Training (PPPT) (P3T)**

The P3T program is designed to maintain the health and fitness levels of pregnant Soldiers, assist them in returning to pre-pregnancy fitness levels after pregnancy termination and successfully integrate them back into the unit physical readiness training program with an emphasis on passing required fitness standards and height/weight standards IAW AR 600-9. The P3T Program is mandatory for Active Duty pregnant and postpartum Soldiers in unit PRT programs upon return from convalescent absence, up to six (6) months post-delivery (AR 40-501, 7-9). Senior commanders have responsibility for P3T program execution and will ensure all eligible Soldiers participate in the program (FM 7-22, 4-22).

A Soldier will:

- Join Pregnancy PT upon receipt of a medical profile and clearance to participate from the profiling officer. The Soldier will remain in pregnancy PT until delivery unless medically prohibited.
- Follow At-Home Postpartum PT exercises on their own during convalescent absence. Although PT during the 12 weeks of at-home maternity absence cannot be mandatory, Soldiers are strongly encouraged to take advantage of this opportunity to exercise.
- Return to Postpartum PT to participate for at least six weeks and up to 12 weeks. Soldiers are given a diagnostic ACFT after one month of participation in postpartum PT to assess fitness and weight status. Postpartum Soldiers are encouraged to stay in P3T until six months after delivery. Still, if a diagnostic PT test is passed and AR 600-9 height/weight standards are met, with P3T Program NCOIC/Instructor Trainer and health care provider approval, Soldiers can return to regular unit PT.

## TRAINING

Small-unit combat-focused training is essential for all Soldiers serving in Europe. We must prepare for the harsh summers, bitter winters, and treacherous terrain throughout the European theater of operations. We must remain vigilant and genuinely be ready to "Fight Tonight." We must be trained on the Fundamentals of Combined Arms Fire and Maneuver at the Squad, Platoon, and Company levels.

Sergeants Time Training is individual and small-unit collective training provides the best opportunity to build combat-focused skills and prepare junior leaders. It allows Soldiers and leaders to master combat-focused fitness, marksmanship, trauma care, and fire and movement. Leader development training will be conducted every Thursday, and commanders will ensure that this training time is protected to ensure maximum participation. Section Sergeants and Squad Leaders will lead sergeants' time training.

## PROFESSIONAL CONDUCT

a. **Appearance.** 21<sup>st</sup> TSC Soldiers will present a professional image that only detracts from the profession if exempted explicitly by the commander for specific mission requirements. Soldiers are associated and identified with the Army in and out of uniform and when on or off duty. Soldiers will not walk or stand with their hands in their pockets unless it is to retrieve an object. Smoking, vaping, or dipping is not authorized inside any government facility, and E-cigarettes will only be used in designated smoking areas. When in uniform, soldiers are not allowed to walk and smoke cigarettes, cigars, pipes, or electronic cigarettes (vaping devices).

b. **Electronic Devices.** Phone, tablet, and smartwatch calling while moving are strictly prohibited. If a Soldier must take a call, they will immediately remove themselves from the trafficked area and conduct the call from a stationary position. Taking calls in public places does not preclude the Soldier from rendering proper military customs and courtesies. Soldiers will not wear earbuds at any time while in uniform.

c. **Grooming.** Appendix D

d. **Facial Hair.** Males will keep their faces clean-shaven when in uniform or civilian clothes on duty. Mustaches are permitted. If worn, males will keep mustaches neatly trimmed, tapered, and tidy. Mustaches will not present a chopped-off or bushy appearance. No portion of the mustache will cover the upper lip line, extend sideways beyond a vertical line drawn upward from the corners of the mouth, or extend above a parallel line at the lowest portion of the nose. Handlebar mustaches, goatees, and beards are not authorized. If The maximum length authorized for medical treatment must be specific if appropriate medical authority allows beard growth or example, "The length of the beard cannot exceed ¼ inch" (see ed 287). Soldiers will keep the growth trimmed to the level specified by the appropriate medical authority, but are not allowed to shape the hair growth. Religious accommodations will reference Army Directive 2017-03

e. **Civilian clothing.** When worn, Soldiers will ensure that their dress and personal appearance are commensurate with the high standards traditionally associated with Army service. The following are examples of unacceptable appearance when in civilian clothing: exposure of undergarments, excessively dirty or destroyed outer garments, vulgar and obscene slogans or designs, undergarments as outer garments, dental ornamentations, body piercings, and tattoos in violation of AR 670-1.

f. **Official Travel Attire.** As military members, we are ambassadors to the

people of the United States and directly reflect the alliance we have formed with the people of Europe. When traveling on official orders (including TDY), all personnel shall wear appropriate casual civilian attire, and units are encouraged to define the proper civilian clothing for travel.

**g. Uniform Wear Off-post.** Soldiers under the 21<sup>st</sup> TSC SRO are authorized to wear their uniform during transportation and activities in public areas, such as but not limited to restaurants, hotels, and convenience stops within the local area of one's commute. Local is defined as from one's residence to place of duty. The Army fitness uniform can only be worn to and from residence and place of duty, with only stops for fuel or emergencies. Further specifics are listed under the General Officer for Force Protection (GOFP) Off Post Uniform Wear Guidance.

**Off-Limit Areas.** A list of off-limit areas will be posted in the Company area and found on the USAG homepages. Soldiers must be aware of these areas and refrain from patronizing these establishments. [Off-Limits List Oct 19 2020.pdf \(army.mil\)](#)

**Profanity.** The use of profanity and racial epithets is unacceptable anywhere, and profanity has become much more prevalent in normal public conversation. We often need to be aware of the impression it conveys to our host community and the offensive atmosphere it creates for co-workers. Service Members should be mindful of their surroundings and tactful and courteous.

**Fraternization.** 21<sup>st</sup> TSC does not tolerate fraternization. AR 600-20, paragraphs 4-14, 4-15, and 4-16 outline the Army's fraternization policy. The provisions of this paragraph apply to both relationships between Soldiers in the Active and Reserve Components and between Soldiers and personnel of other military services. Soldiers of different grades must be cognizant that their interactions do not create an actual or perceived perception of undue familiarity between an officer and an enlisted Soldier or between an NCO and a junior-enlisted Soldier. Examples of familiarity between Soldiers that may become "undue" may include repeated visits to bars, nightclubs, eating establishments, or the visiting of homes between an officer and an enlisted Soldier or an NCO and a junior-enlisted Soldier. The only exception to this policy is social gatherings that involve an entire unit, office, or work section. All relationships between Soldiers of different grades are prohibited if they:

- a. Compromise, or appear to compromise, the integrity of supervisory authority or the chain of command.
- b. Cause actual or perceived partiality or unfairness.
- c. Involve, or appear to involve, the improper use of grade or position for personal gain.
- d. Are exploitative or coercive in nature or are perceived to be thereof.

Create an adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.

**POV Usage.** Soldiers must possess a valid state driver's license and a USAREUR-AF-issued license to operate personally owned vehicles on or off the post. Vehicles brought from the U.S. or purchased locally must be registered with U.S. Army Europe. Playing loud music that can be heard outside a POV at 15 feet on any Army installation is prohibited.

**Bikes/Electric Scooters.** Soldiers will not operate bikes or E-scooters while intoxicated. During operation, Soldiers will wear helmets and display reflective apparel/items (PT Belt/Road Guard Vest).

**Tactical Vehicles.** Do not operate a military vehicle if it is not correctly dispatched. Only licensed drivers are authorized to use these vehicles. Vehicle operators must ensure they follow all technical standards for safe operation. The Truck Commander (TC) will be the ranking individual – NO EXCEPTIONS. The TC will be in the lead vehicle, so they will be at the decision point and able to take the appropriate actions. The driver and the TC are responsible for the safety of the personnel riding in their vehicle. Drivers and TCs will refuse to move the vehicle if anyone is in an unsafe position or if the vehicle has too many passengers. The use of cellular devices while operating a tactical vehicle is strictly prohibited. All operators will follow posted speed limits.

**Non-tactical Vehicles (NTV).** Do not operate a military vehicle if it is not correctly dispatched. Only licensed drivers are authorized to operate these vehicles. Army-owned or controlled non-tactical vehicles are restricted to official purposes only. The Army reserves the right to make specific provisions of NTV use more restrictive than the current DOD policy. Unless expressly stated within that policy or this regulation, the current DOD policy will apply. The following guides determine whether events have an official purpose. Commanders may grant exceptions in specific cases. Transportation will begin and end at the transported individual's usual place of duty or another officially designated assembly area, but not a personal residence/domicile. All operators will follow posted speed limits, not to exceed 120 kph.

**Government Travel Credit Card (GTCC).** Every Soldier must know that the GTCC is only for official military travel. The standard for 21<sup>st</sup> TSC Soldiers to file a travel voucher is five days after completing official government travel.

**Social Media.** This applies to all members of the Army team, including members of the active Army, the Army national guard/Army national guard of the United States, the U.S. Army reserve, cadets of the U.S. military academy, and the reserve officer training corps, Army civilian employees and contractors, and recruits managed by U.S. Army recruiting command.

a. **Online conduct.** The use of electronic communication in an official or personal capacity that is consistent with army values and standards of conduct.

b. **Online misconduct.** The use of electronic communication to inflict harm. Examples include but are not limited to, harassment, bullying, hazing, stalking, discrimination, retaliation, or other misconduct that undermines dignity and respect.

c. **Electronic communication.** The transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone, or another electronic device. Electronic communications include but are not limited to, text messages, emails, chats, instant messaging, screensavers, blogs, social media sites, electronic device applications, and web/video conferencing.

d. **Online-related incident.** A categorization is used to track reported misconduct cases involving electronic communication. An online-related incident is one where electronic communication is used as the primary means for committing misconduct.

## **BARRACKS MANAGEMENT PROGRAM**

A Soldier's living environment is essential to preserve and enhance the All-Volunteer Force. As the home for the Army's single Soldiers, quality UH facilities and services are essential to providing a high quality of living for single Soldiers, ensuring that all of our Soldiers live in a clean, safe, functional, and secure environment. A proper environment should provide privacy, comfort, and predictable living standards. The program standardizes implementation Army-wide, optimizes available resources, continues the targeted investments of the barracks modernization program, and ensures the Army maintains its commitment to single Soldiers. Regardless of the type of UH, mission units will be the face of UH management for unaccompanied Soldiers. At the same time, garrison staff will serve as enablers, retaining quality oversight and supporting soldiers and units. Commanders are encouraged to develop a barracks incentive program to recognize units that excel in managing their "Barracks Program."

**a. Barracks and Room Standards.** Barracks are built to house bona fide single military personnel who would be entitled to a housing allowance at the "without dependent" rate. The term "housing allowance" includes Basic Allowance for Housing (BAH) when in the United States and Overseas Housing Allowance (OHA) when outside the United States. Because of this requirement, a potential resident's eligibility must be verified. Depending on where the Soldier is stationed, Soldiers in the ranks of E-5 and below when inside the United States and E-6 and below when outside the United States may be required to live in the barracks. Barracks rooms must contain, at a minimum, behind each door: barracks policy letter, high-value item sheet, DA Form 2062, room inspection sheet, and open work order sheet. Soldiers will have a placard on the door that contains: The Soldiers' name, PSG name and contact info, and 1SG name and contact info.

**b. Soldier's Roles and Responsibilities.** Soldiers, as UH residents are responsible for their conduct while in UH and the general upkeep of their assigned area(s). They assist and support the military unit in executing the custodial tasks associated with its footprint. Soldiers are wholly responsible for the housekeeping and maintenance of their quarters. Housekeeping includes the general cleaning and upkeep of the barracks room, protecting the Army's facilities investment by ensuring maintenance tasks are identified and reported, and reporting incidents of vandalism and neglect of facilities, furnishings, and equipment promptly to the Unit Representative (UR) or military leadership. Non-emergency work orders can be placed through the Army Maintenance Application (ArMA) website, [www.armymaintenance.com](http://www.armymaintenance.com).

**c. Inspections.** Inspections will be conducted at both assignment and termination of quarters by the inspector, who is responsible for assessing all room components and furnishings. The Soldier must be present at inspections for assignment and termination so both the Soldier and leadership (as the inspector) can be immediately aware of any issues. The First Sergeant and Platoon Sergeant will conduct the final inspection.

**Senior Leader Barracks Checks.** All leaders will inspect their Soldiers' barracks rooms. At a minimum, Section Sergeants (SGTs) will conduct daily inspections. Squad Leaders (SSGs) will conduct checks twice a week. Platoon Sergeants and Platoon Leaders will conduct inspections once a week. First Sergeants and Company Commanders will conduct inspections once a month. Battalion CSMs will conduct quarterly walkthroughs of all assigned barracks and buildings. They will review and validate available space in the program of record. Leaders will be personally involved in maintaining and repairing any issues with the Soldiers' UH. Each barracks will have a trained facility manager to track all problems within their assigned buildings. First Sergeants will attend all required training to manage their perspective buildings of assignment.

d. **Pets.** Cats and dogs are not allowed in the barracks. Each installation has regulations regarding pets in their facilities, including UH, and some allow fish or other amphibious pets. Exotic animals and farm animals are not allowed.

e. **Quiet Hours.** Barracks' quiet hours are as follows. Soldiers must be cognizant of their neighbors as they may be performing shift work and require quiet during irregular hours to rest and recuperate. Commanders are allowed to adjust hours to accommodate their unit's specific schedule.

Sunday – Thursday: 2100 – 0700

Friday, Saturday, and Holidays: 2200-0700

f. **Alcoholic Beverages in Single Enlisted Quarters.** Soldiers age 18 or older residing in single enlisted Soldier quarters, and their guests age 18 or older, may possess and consume alcoholic beverages. Persons over the age of 18 will not sell, transfer, distribute, introduce, or offer alcoholic beverages to any person under the age of 18. First Sergeants will pay close attention to assigning Soldiers under 18 with another Soldier who can consume alcohol.

**g. Single Enlisted Soldier Quarters Visitation Policy.**

1. Residents of single enlisted soldier quarters may have visitors of either sex.
2. Visitors are prohibited during regular duty hours on weekdays, from 0530 until 1730, or as designated by the unit commander. Visitors can sign in beginning at 0800 on weekends or holidays, and visitors will not be allowed after 2400 hrs on weekdays and after 0200 hrs on weekends. All visitors will sign in and out with the respective CQ.
3. Visitations can be suspended when the commander determines that it adversely impacts mission readiness.
4. Visitation is a privilege. Commanders may revoke this individual Soldier privilege if abused.
5. Visitation is authorized as described above -- cohabitation is not --, i.e., spending the night or living with the primary occupant or while the primary occupant is away, is strictly prohibited.

**SAFETY/ PROTECTING THE FORCE**

Safety is a management principle; applying sound management principles is the best and most effective way to implement a safety program. The responsibility and authority for making decisions are in the hands of the first-line supervisor. People cause accidents. People consciously or subconsciously involve themselves in unsafe acts or allow unsafe conditions to develop and exist because they lack awareness of their actions or the actions of others. Training is one way to correct this human failure.

Protect provides oversight and recommendations to the Commanding General 21st TSC, G3, and staff on General Officer Force Protection (GOF) Antiterrorism/Force Protection responsibilities for subordinate Garrisons and Permanent Forward Operating Sites (PFOS), Theater In Transit Security (ITS) and Physical Security (PS) requirements, and Military Police (MP) operations and resources IOT facilitate the success of the

command's mission ISO USAREUR and USEUCOM theater mission objectives. We must train as we fight. Leaders must ensure that all risk mitigation measures are taken to prevent all injuries.

**Alcohol Consumption.** All Service Members assigned to the 21<sup>st</sup> TSC must remain accountable and mission ready to operate any military equipment within 12 hours of a planned or no-notice emergency recall event and shall not be drunk when recalled. Intoxicated is defined in paragraph 35c(6) of the UCMJ as “any intoxication which is sufficient to impair the rational and full exercise of the mental or physical faculties.” This provision is punitive, and violations subject the offender to non-judicial or judicial action under the UCMJ.

NCOs and officers have an affirmative duty to stop the activity and report Soldiers who witness violating the above paragraph. There is no duty to stop the activity if doing so would put the NCO or officer in danger. The obligation to report, however, remains. Report violations to the Soldiers’ chain of command and the chain of knowledge of the NCO or officer witnessing the activity.

Soldiers will not consume beverages containing alcohol while on duty. Duty hours are from 0630-1700, Monday through Friday, and any other time between assembly and dismissal from any previously scheduled duty requirement, whether on Saturday, Sunday, or before 0630 or after 1700. If the Soldier conducts shift work, duty is considered from assembly to dismissal.

**Drug Use.** It violates the Uniform Code of Military Justice (UCMJ) to possess, use, or distribute a controlled substance knowingly. The 21<sup>st</sup> TSC runs an active drug and alcohol program, and Soldiers can expect unannounced urinalysis testing at any time.

**Cold Weather Injuries.** Soldiers must be aware of the dangers of cold weather and the injuries that may result. All Soldiers must recognize the signs, symptoms, and treatment for cold weather injuries. Leaders must familiarize themselves with TC 4-02.1.

**Hot Weather Injuries.** Heat injuries may occur when personnel work or stay in hot areas. These injuries are preventable with proper hydration and an awareness of environmental conditions, and Soldiers taking supplements are more susceptible to heat injuries. All Soldiers must recognize the signs, symptoms, and treatment for hot weather injuries, and leaders must familiarize themselves with TC 4-02.1. Leaders will use the wet bulb globe temperature to determine the proper work/rest cycle.

## **SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION (SHARP)**

A sexual predator within your formation is an internal asymmetric threat to every individual Soldier in your unit. Sexual Assault is an attack on your unit readiness and is a crime that must be reported immediately to the Sexual Assault Response Coordinator (SARC). Commanders have an affirmative duty to report any allegation of Sexual Assault to the Criminal Investigation 21 TSC (CID). All Army personnel will uphold the Army’s intervention, act, and motivate campaign. There are no innocent bystanders. If you see or hear something, show your true warrior courage and act, don’t just pass it by. Leaders in the Chain of Command are responsible for the training climate and enforcement of the requirements identified in the Army SHARP Program.

21<sup>st</sup> TSC Sexual Assault Response Coordinator is located at the SHARP Resource Center, Kleber Kaserne, Bldg #3213, room #216. Can be contacted at DSN: 314-523-0155, Commercial +49 611-143-523-0155.

## HAZING, ABUSE, AND UNPROFESSIONAL ACTIVITIES

Adherence to the professional Army ethic and its supporting values creates an environment conducive to personal and professional growth. Any activity that subjects a Soldier to degradation or results in Soldier abuse will not be tolerated. Examples of unacceptable activities include, but are not limited to, the slapping or pounding of any award, decoration, or badge and events such as “blood wings” or “blood stripes” ceremonies.

## COMMAND AND SOLDIER RESOURCES

**a. Open Door Policy.** Every commander, from the Commanding General down to company/detachment commanders within the 21 TSC, has an open-door policy. Commanders are always available to their Soldiers. See the next higher commander if you have a problem your supervisor cannot solve. All Soldiers are free to use open door policy at any level after first notifying their chain of command of their intent to seek open door policy. They do not have to state the reason for seeking to use the open-door approach.

**b. Inspector General (IG).** Every Soldier has a right to seek the Inspector General’s (IG) advice concerning requests for assistance, complaints, or grievances that the chain of command has not resolved. Remember, you must first have permission to be absent from your place of duty if you choose to visit the IG during duty hours. You are encouraged to use your chain of command first. Often, they can and will resolve any matter that concerns you. Leaders should not withhold Soldiers from visiting the IG office if they have exhausted all resources through their respective chains of command. The 21<sup>st</sup> TSC IG office can be reached at DSN: 314-523-0783/COMM: 0611-143-523-0783

**c. Military Equal Opportunity (MEO).** The MEO Program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all Soldiers based solely on merit, performance, and potential in support of readiness. The MEO philosophy is based on fairness, justice, and equity. Commanders are responsible for sustaining a positive MEO climate within their organizations. Specifically, the goals of the MEO program are to:

1. Build and maintain a cohesive, combat ready Army which is focused and determined to accomplish its mission.
2. Provide support to Soldier, both on and off-post, and within the limits of the law of localities, states, and host nations.
3. Ensure MEO exists for all Soldiers.
4. Ensure every Soldier is treated with dignity and respect.
5. Support commanders at all levels and MEO professionals and EO Leaders (EOLs) who are responsible for the execution of MEO policies in the organizations.

21<sup>st</sup> TSC MEO and Harassment 24-hour hotline: 314-523-0109/+49 (0) 611-143-523-0109

21<sup>st</sup> TSC MEO Program Manager: 314-523-0091/+49 (0) 611-143-523-0091

21<sup>st</sup> TSC MEO Sr. Advisor: 314-523-0065/+49 (0) 611-143-523-0065

21<sup>st</sup> TSC MEO Advisor: 314-523-0202/0268/+49 (0) 611-143-523-0202/0268

16<sup>th</sup> SUS BDE MEO Advisor: 314-531-0464/+49 (0) 611-143-531-0464  
18<sup>th</sup> MP BDE MEO Advisor: 314-599-1849/+49 (0) 611-143-599-1849  
30<sup>th</sup> MED BDE MEO Advisor: 314-542-3054/+49 (0) 611-143-542-3054

d. **MFLAC.** The Military and Family Life Counseling Program supports service members, their families, and survivors with non-medical counseling worldwide. Trained to work with the military community, military and family life counselors deliver valuable face-to-face counseling services, briefings, and presentations to the military community on and off the installation. Confidential non-medical counseling addresses issues such as improving relationships at home and work, stress management, adjustment difficulties, parenting, and grief or loss. It does not address active suicidal or homicidal thoughts, sexual assault, child abuse, domestic violence, alcohol and substance abuse, or severe mental health conditions.

e. **Chaplain.** The Office of the Command Chaplain (OCHAP) provides comprehensive religious support across the 21st TSC's area of operations, advises the commander on religion and its impact on all aspects of unified land operations, and exercises technical supervision over subordinate unit ministry teams (UMTs). In addition, the 21st TSC OCHAP ensures UMT readiness, provides annual professional development training for all subordinate command UMTs (including the 21st TSC Senior Responsible Officer area), and facilitates Allied/Partner interoperability of religious support in support of the Sustainment warfighting function.

f. **Military One Source.** Military OneSource is your 24/7 connection to information, answers, and support to help you reach your goals, overcome challenges and thrive. As a member of our military family, you can use this Department of Defense-funded program anytime, anywhere. Turn to Military OneSource for tax services, spouse employment help, webinars and online training, relocation, deployment tools, and more.

## **ABSENCE AND PASSES**

Commanders are responsible for the management of their absence program.

a. **Sign Out/In/Void Procedures.** SMs may sign out on absence at midnight (0001) of the first day stated on the absence request in IPPS-A and must sign back in NLT at midnight (2359) on the final date annotated on the absence request to terminate absence. Absence must be present with the Charge of Quarters (CQ) NCO to annotate departure and return. Before signing out, the SM must ensure their absence form is present with the BN S-1 and CQ NCO. SM will physically contact their respective BN S-1 IOT to cancel/void previously approved absence. SM can also alter absence through IPPS-A but must notify the S1. Failure to comply may result in a charged absence. Staff Sergeants and below must physically sign in/out on absence. Soldiers eligible to sign in/out telephonically may call the CQ NCO/Runner.

b. **Foreign Travel.** All SMs, DA Civilians, and Family Members will adhere to USAREUR guidance identified in USAREUR OPORD 0038-16 (FY16-FY17 Baseline FP Posture). Reference the HHC Company Policy Letter for additional information. Per USAREUR-AF, all personnel traveling outside the Continental United States (CONUS) must enroll in Smart Traveler Enrollment Program (STEP). To create an account, go to <https://step.state.gov/step/>. Sections and Centers are responsible for updating the PERSTAT on the last working day before a weekend for personnel with approved absence and pass.

## APPENDIX A. THE ARMY SONG

Military personnel will not salute during The Army Song. When played, personnel in civilian or military attire will stand at the position of attention, facing the music. There is no requirement to come to attention when The Army Song is played on the radio or television (such as before a sporting event or station signing off). Soldiers will stand at attention and sing The Army Song whenever it is played. 21<sup>st</sup> TSC Soldiers shall render the proper military courtesies to all U.S. and foreign Songs.

*March along, sing our song, with the Army of the free.*

*Count the brave, count the true, who have fought to victory.*

*We're the Army and proud of our name!*

*We're the Army and proudly proclaim:*

*First to fight for the right, and to build the Nation's might,*

*And the Army Goes Rolling Along*

*Proud of all we have done,*

*Fighting till the battle's won,*

*And the Army Goes Rolling Along.*

*Then it's hi, hi, hey!*

*The Army's on its way.*

*Count off the cadence loud and strong;*

*For where 'ever we go,*

*You will always know*

*That the Army Goes Rolling Along.*

**APPENDIX B. NATIONALHYMNE DER BUNDESREPUBLIK DEUTSCHLAND & THE  
STAR-SPANGLED BANNER**



*Einigkeit und Recht und Freiheit für das deutsche  
Vaterland!*

*Danach last uns alle streben, brüderlich mit Herz und  
Hand!*

*Einigkeit und Recht und Freiheit sind des Glückes*

*Unterpfand:*

*Blüh im Glanze dieses Glückes, blühe deutsches  
Vaterland!*



*Oh, Say! Can you see by the dawn's early light*

*What so proudly we hailed at the twilight's last gleaming:*

*Whose broad stripes and bright stars, through the perilous fight,*

*O'er the ramparts we watched were so gallantly streaming*

*And the rocket's red glare, the bombs bursting in air, Gave proof through the night that our flag  
was still there:*

*Oh, say! Does that star-spangled banner yet wave*

*O'er the land of the free and the home of the brave?*

APPENDIX C. THE 21<sup>st</sup> TSC SONG



*From the Blue of the Rhine*

*We always heed*

*Training our Forces to take the lead.*

*We outfit and supply the Warrior's fight*

*And help preserve our Nation's might*

*First in Support!*

*Hear our call!*

*Twenty-First T-S-C provides it all*

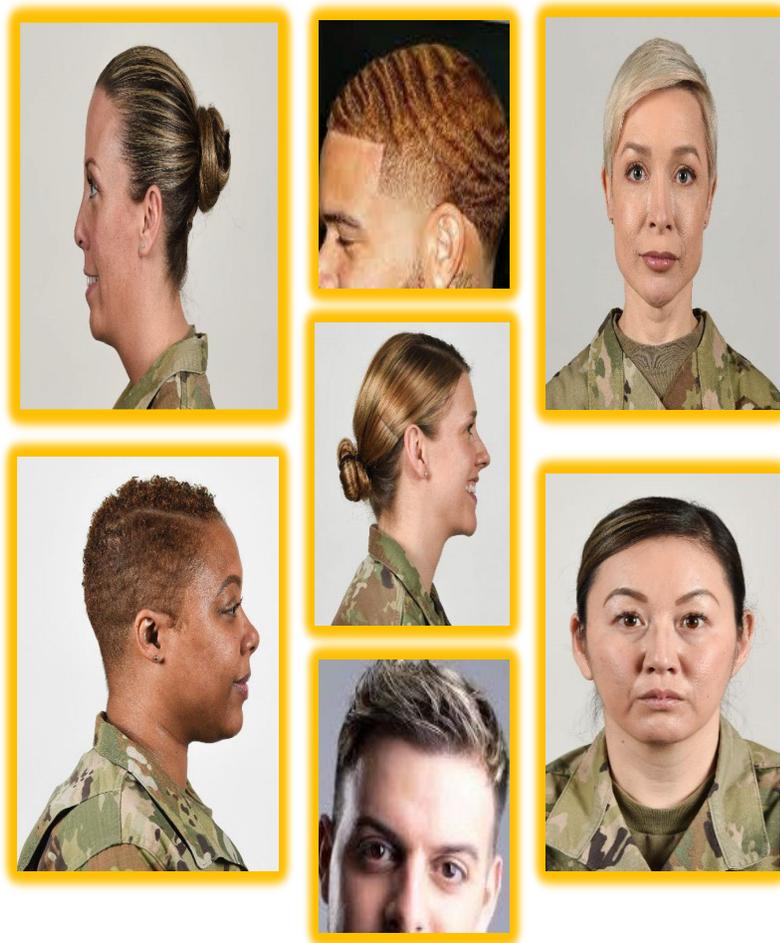
*A golden arrow straight and true*

*First in Support!*

*We're here for you!*

# Highlights (Uniform Blend of Colors)

- ❑ Amend paragraph 3-2a.(1)(b) to authorize male and female Soldiers to wear highlights (a uniform blend of colors) with natural colors as long as it represents a professional and natural appearance.
- ❑ Colors must blend naturally together as to not display a vast difference between shades of natural colors (ie. natural black hair with blonde highlights/streaks is not authorized).
- ❑ A prohibited/unnatural color such as but not limited to; purple, blue, green, pink, bright red, and fluorescent/neon colors. This also applies to hair extensions, wigs, and hairpieces.



# Minimum Hair Length

- ❑ Amend paragraph 3-2a.(3)(a) to authorize no minimum hair length for female Soldiers.
- ❑ The hair may have a tapered appearance and if the hair does not part naturally, the Soldier may cut a part into the hair (no wider than 3mm in width), or style the hair with one part.
- ❑ The part will be one straight line, not slanted or curved, and will fall in the area where the Soldier would normally part the hair. Soldiers will not shape or cut designs into their hair or scalp.



# Ponytails

- 3.C. (U) Amend paragraph 3–2(3)(c), 3–2(3)(d), and 3–2(3)(j) to

authorize female Soldiers to wear ponytails in all uniforms. Hair will be neatly and inconspicuously fastened or secured in either a bun, singular ponytail, two braids or singular braid. Multiple locs, braids, twists or cornrows may come together in one or two braids or a single ponytail.

- Braids and singular ponytails may be worn down the center of the back in all uniforms, but length will not extend past the bottom of the shoulder blades when standing at the position of attention. There is no minimum length for the wear of a ponytail or braid(s).

**\*Please consider safety considerations such as (ripping, tearing, pulled, tangled) due to hair being caught on an object/obstacle if hair is not properly secured.**



# Ponytails Cont:

- 3.C.1 (U) The only exceptions on the length of the ponytail or braid(s) are while conducting tactical or physical training in the ACU or APFU. The length of the secured hair should not hinder Soldier's performance and/or increase risk to safety. No portion of the bulk of the hair, as measured from the scalp, will exceed 2 inches (except a bun, which is worn on the back of the head (centered) and may extend a maximum of 3 1/2 inches from the scalp and be no wider than the width of the head).

- In all uniforms, the unsecured hair will be worn centered in the back of the head (placement of ponytail will not be on the side or on top of the head), be wider than the width of the head, and will not interfere with proper wear of authorized army headgear.

**\*Please consider safety considerations such as (ripping, tearing, pulled, tangled) due to hair being caught on an object/obstacle if hair is not properly secured.**



# Ponytails Cont:

3.C.2 (U) The braid(s) or ponytail cannot be worn over the shoulder or pulled in front of the body. It must go down the female Soldier's back. Additionally, while female Soldiers are wearing equipment such as, but not limited to, combat vehicle crewman (CVC) or advanced combat helmets (ACH), they will be authorized to wear their hair in a ponytail and/or a long braid(s) secured in their utility uniform top.



Commanders will analyze the risk of a free hanging ponytail or braid and use commander's discretion to determine if long hair will be secured/tucked inside the uniform top.



**\*\*\*\*Over the shoulder NOT authorized**

**\*\*\*\*Ponytails that fall below shoulder blades are NOT authorized**

**\*Please consider safety considerations such as (ripping, tearing, pulled, tangled) due to hair being caught on an object/obstacle if hair is not properly secured.**

# Multiple Hairstyles

- Amend paragraph 3-2a.(3)(f) to authorize female Soldiers to wear “multiple” hairstyles at once as long as they are neat in appearance and doesn’t impact the proper wear of headgear and equipment.
- Example, braided twists or loc hair style with a side twist to secure hair placed in a ponytail or two single cornrows encompassing all the hair going into a ponytail or a bun in the back of the head.
- Also, remove the restrictions of braids, cornrows, twists, and locs having the same dimensions and same approximate size of spacing between them.



# Lipstick

- Amend paragraph 3-2b.(3) to authorize female soldiers to wear solid color shades of lipstick that are not extreme. Extreme colors include but are not limited to; purple, bright pink, bright red, gold, blue, black, hot pink, green, yellow, ombre and fluorescent/neon colors.
- Natural colors to include tinted glosses are authorized. The optional wear of lip liner, colors must match the shade of lipstick being worn.

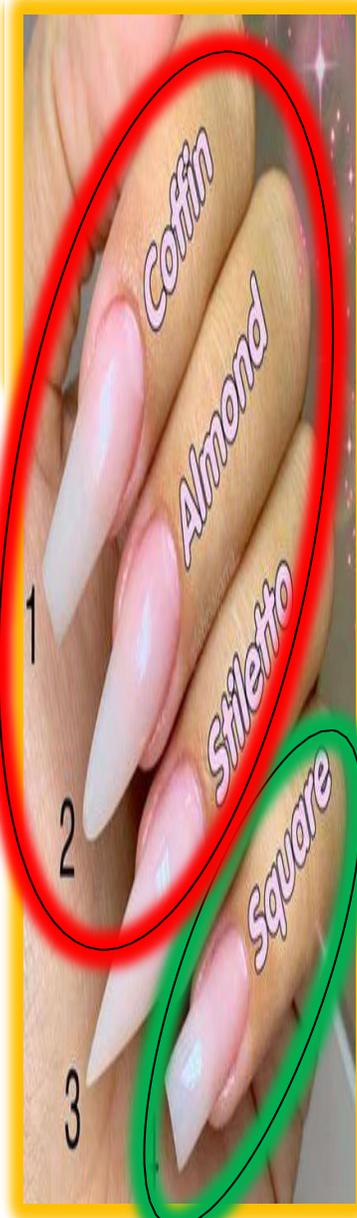


**\*\*This is to provide a general overview of natural colors.**



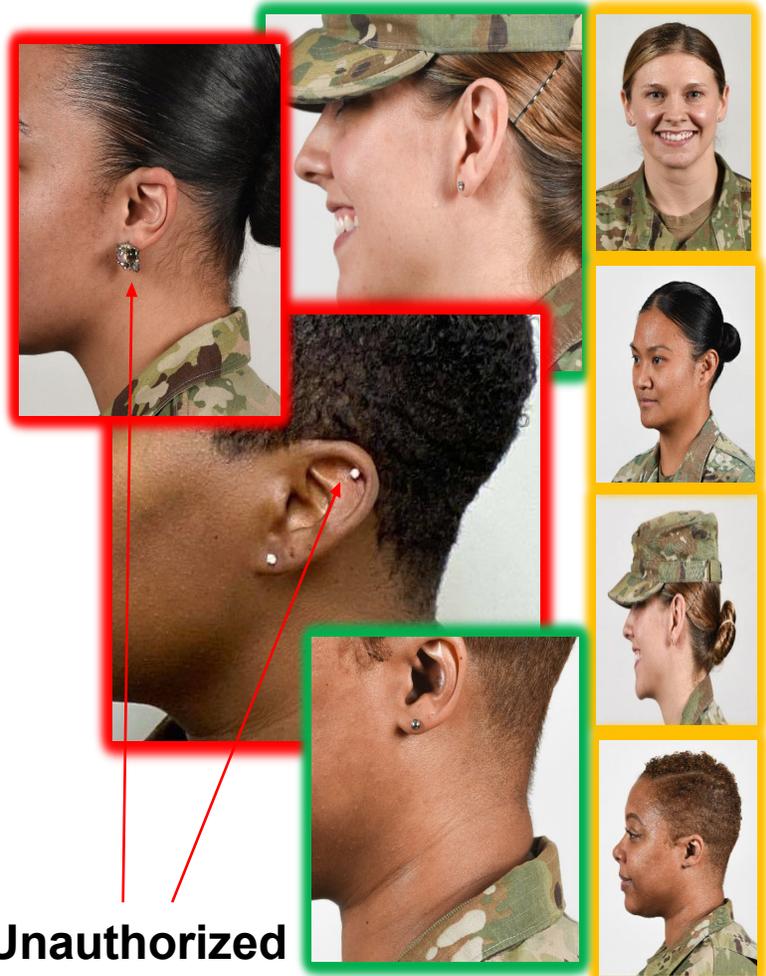
# Nail Polish

- Amend paragraph 3–2c to authorize female soldiers to wear solid color shades of nail polish that are not extreme. Extreme colors include, but are not limited to, purple, bright pink, red, gold, blue, black, hot pink, green, yellow, white, grey, ombre, and fluorescent/neon colors, to include French manicure.
- Colors that are authorized to wear include but are not limited to nude/natural shades, American manicure and light pink. Nail shapes that are extreme and not authorized are ballerina, stiletto, arrow, and coffin. Square and rounded nails are authorized.
- Male Soldiers are authorized to wear clear nail polish.
- Male Soldiers will keep nails trimmed so as not to extend beyond the fingertip. Female Soldiers will not exceed a nail length of 1/4 inch as measured from the tip of the finger.



# Earrings

- Amend paragraph 3–4d to authorize female Soldiers the optional wear of earrings in the army combat uniform (ACU). Stud earrings may be screw-on, clip on, or post-type earring in gold, silver, or clear diamond. Diamonds can be single or clustered. Pearls are not authorized to wear in the ACU, but are authorized in formal attire (service or dress uniform).
- The earring will not exceed 6mm or 1/4-inch in diameter, and they must be unadorned (plain), spherical (round), or square (ex. Princess cut). When worn, the earrings will fit snugly against the ear. Hoop, two-sided, or drop earrings are not authorized.
- Female Soldiers may wear earrings only as a matched pair, with only one earring per standard ear lobe. Earrings are not authorized to be worn in the cartilage, industrial, transverse lobe, tragus, or conch part of the ear. Earrings will not be worn in the ACU during physical fitness, while in tactical/field environments, combat related deployments, or locations where access to normal hygiene is not available. Earrings are not authorized in the APFU.



# RELIGIOUS GARMENTS (HIJABS, TURBANS, KIPPOT)

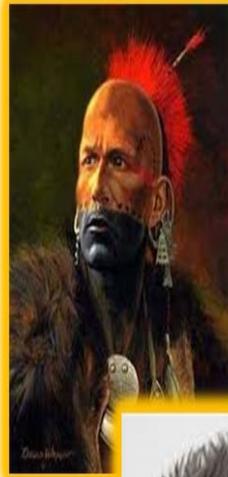
- Religious headgear may be worn in solid, subdued colors that closely resemble assigned uniforms (generally black, brown, green, tan, or navy blue)
- Soldiers wearing a combat uniform may wear a hijab, turban, or under-turban in a matching camouflage pattern
- Hair worn under the turban is not subject to general standards, but may not fall over the ears or eyebrows or touch the collar while in uniform

The pics that are currently in the 21<sup>st</sup> TSC Pam for hair guidelines in uniform are the latest. I would say to add this pic and verbiage as well, since we may have Soldiers that fall in this category.



# Removal of Offensive Wording

- Remove potentially offensive wording such as Mohawk, Fu manchu, dreadlock, eccentric, and faddish and replace with appropriate terminology for unauthorized grooming and appearance standards.
- Define “professional appearance” as a *clean and well-groomed appearance*.





# Updating Imagery

□ The future revisions of Army Regulation and DA Pamphlet 670-1 will provide updated imagery and examples to equip the army with specific examples for standards in regard to appearance and grooming.

□ Up to date images will reflect authorized and unauthorized hairstyles, nail shapes and color, lipstick colors and earrings to assist leaders with clear and concise





**AUTHORIZED  
PROTECTIVE EYEWEAR  
LIST (APEL®)  
MILITARY COMBAT EYE  
PROTECTION (MCEP)  
QUALIFIED PRODUCT LIST**



### SPECTACLES

### GOGGLES

**ESS CROSSBLADE**  
NSN: 4240-01-678-7124 (RG)  
NSN: 4240-01-678-7330 (Navy)  
NSN: 4240-01-678-6058 (Deluxe)  
UPLC COMPATIBLE

**ESS CROSSBOW**  
NSN: 4240-01-630-8327  
UPLC COMPATIBLE

**REVISION STINGERHAWK**  
NSN: 4240-01-630-8503  
NSN: 4240-01-678-8487 (LG)  
UPLC COMPATIBLE

**REVISION SHADOWSTRIKE**  
NSN: 4240-01-678-6099

**OAKLEY SI BALLISTIC M-FRAME 3.0**  
NSN: 4240-01-630-6694

**OAKLEY M-FRAME ALPHA**  
NSN: 4240-01-678-6048

**WILEY X VALOR**  
NSN: 4240-01-630-7802

**WILEY X GRAVITY**  
NSN: 4240-01-678-2897

**E-TINT CTRL MS1**  
NSN: 4240-01-657-5292 (RG)  
NSN: 4240-01-657-5201 (LG)  
UPLC COMPATIBLE

**ESS ROLLBAR**  
NSN: 4240-01-630-9249

**REVISION SAWFLY**  
NSN: 4240-01-607-7321 (RM)  
NSN: 4240-01-527-4051 (SG)  
NSN: 4240-01-527-4038 (LG)  
UPLC COMPATIBLE

**HONEYWELL (UVEX) XC**  
NSN: 4240-01-616-6363

**OAKLEY SI BALLISTIC M-FRAME 2.0**  
NSN: 4240-01-525-2095

**OAKLEY SI BALLISTIC HNBL**  
NSN: 4240-01-703-7368

**WILEY X VAPOR**  
4240-01-646-0478 (RM)  
4240-01-630-7493 (RG)  
4240-01-646-0793 (LG)  
UPLC COMPATIBLE

**TRANSITION EYEWEAR**  
This eyewear provides ballistic protection and the ability to transition from light to dark and vice versa in less than one second, enabling Soldiers to accommodate changing light conditions, such as entering a room.

**E-TINT CTRL MG1**  
NSN: 4240-01-657-5312  
UPLC COMPATIBLE

**ESS INFLEX**  
NSN: 4240-01-630-4243  
UPLC COMPATIBLE

**REVISION DESERT LOOUST**  
NSN: 4240-01-592-8619  
UPLC COMPATIBLE

**WILEY X SPEAR**  
NSN: 4240-01-630-6712  
UPLC COMPATIBLE

**COLD WEATHER GOGGLES**  
This eyewear provides ballistic protection and enhanced resistance to fog in cold weather environments, increasing the operational proficiency for Soldiers in these environments.

**WILEY X SPEAR THERMAL**  
NSN: 4240-01-678-4531  
UPLC COMPATIBLE

**REVISION SNOWHAWK**  
NSN: 4240-01-678-2516 (BLACK)  
NSN: 4240-01-678-6320 (TAN)  
UPLC COMPATIBLE

The Authorized Protective Eyewear List (APEL®) allows PEO Soldier to offer more choices in protective eyewear, which improves Soldier acceptance and use of protective eyewear. The APEL® for Ballistics Protective Eyewear can be found at <https://peosoldier.army.mil/equipment/eyewear/>

Disclaimer: Any use of the APEL® list for publicity, advertising, or sales shall not state or imply that the product or the process(es) is the only one of that type qualified, or that the U.S. Army in any way recommends or endorses the manufacturer's product in preference to other qualified products on the APEL®.

PROGRAM EXECUTIVE OFFICE SOLDIER  
SFAE-SDR  
5901 Putnam Road, Bldg. 328  
Fort Belvoir, VA 22060-5422  
phone: 703-704-2802  
<http://www.peosoldier.army.mil>



36

	<p><b>USAREUR-AF Office of the Inspector General</b> <b>UPDATES FROM THE IG SPECIAL EDITION</b></p> <p>March 2023</p>	
<p><b>References/Resources</b></p> <ul style="list-style-type: none"> <li>• AR 600-20</li> <li>• AR 670-1</li> <li>• DA PAM 40-502</li> <li>• AR 40-501</li> <li>• DODM 6025.18</li> <li>• 10 USC 774</li> <li>• DODI 1300.17</li> <li>• FM 1-05</li> </ul>	<p><b>Guidance on Facial Hair Standards and Accommodations</b></p>	
<p><b>Inspector General POCs:</b> 24 Hour USAREUR-AF IG Hotline DSN: 314-537-5555 +49(0)611-143-537-5555</p> <p>usarmy.wiesbaden.usareur.mbx.ig-hotline@army.mil</p>	<p><i>Disclaimer: The below summary is not inclusive of all rules and guidance put out by the Department of Defense or Department of the Army. Please review the cited references to ensure a comprehensive understanding of any information presented below that may not be covered in this newsletter.</i></p>	
<p><b>1</b> Ansbach, Germany (V Corps Forward) DSN: 314-587-1167</p>	<p>Per AR 670-1, male Soldiers must maintain a clean-shaven face in uniform, or in civilian clothes while on duty. While mustaches are authorized, Soldiers must keep them neatly trimmed, tapered, and tidy.</p>	
<p><b>2</b> Poznan, Poland (V Corps Forward) DSN: 314-568-8691</p>	<p><b>Mustaches will not:</b></p> <ul style="list-style-type: none"> <li>• cover any portion of the upper lip line.</li> <li>• extend sideways beyond a vertical line drawn upward from corners of mouth</li> <li>• extend above a parallel line at the lowest portion of the nose.</li> <li>• Handlebar mustaches, goatees, and beards are not authorized. Beards are only authorized for those Soldiers who require a medical exemption or religious accommodation.</li> </ul>	
<p><b>3</b> Vilseck, Germany (V Corps Forward) DSN: 314-599-4490</p>	<p><b>Medical:</b></p> <ul style="list-style-type: none"> <li>• Soldiers may receive a profile for facial hair if they have a medical condition warranting facial hair. This will be determined by a medical provider.</li> <li>• Soldier exempt from shaving during treatment process. (DA Form 3349 issued and entered in e-Profile).</li> <li>• Soldier will groom facial hair to a maximum of one-quarter inch in length.</li> <li>• Grooming will not be shaped, edged, or fashioned in a manner contrary to Army regulation.</li> </ul>	
<p><b>4</b> Grafenwohr, Germany (7 ATC) DSN: 314-526-4499</p>	<p><b>Religious accommodations:</b></p> <ul style="list-style-type: none"> <li>• Granted on a case-by-case basis.</li> <li>• Accommodations must be approved before Soldier begins growing beard.</li> <li>• Beards (including facial hair and neck hair) must be maintained to a length not to exceed 2 inches when measured from the bottom of the chin.</li> </ul>	
<p><b>5</b> Kaiserslautern, Germany (21TSC) DSN: (314) 523-0775 Hotline: 314-484-5555</p>	<p><b>Guidance for Soldiers and leaders:</b></p> <ul style="list-style-type: none"> <li>• Soldiers do not need to carry a copy of their temporary profile/memorandum of record (MFR).</li> <li>• Leaders can ask a Soldier if they have a profile or MFR if their facial hair does not comply with standards.</li> <li>• Leaders can validate exemption by engaging authorized medical personnel and/or the Soldier's commander.</li> </ul>	
<p><b>6</b> Sembach, Germany (10AAMDC) DSN: 314-528-7925</p>	<p>USAREUR-AF OIG has our <a href="#">Commander's IG Handbook and past IG Newsletters</a> at our SharePoint site.</p>	
<p><b>7</b> Kaiserslautern, Germany (7MSC) DSN: 314-528-0270</p>	<p>Command IG: COL Derrick S. Lee                      Command IG SGM: Gerald A. Hughes</p>	
<p><b>8</b> Vicenza, Italy (SETAF-AF) DSN: 324-639-0444 Comm: +39-(0)444-109-0444</p>		
<p><b>9</b> BENELUX Mons, Belgium DSN: 314-423-2024</p>		

APENDIX G: CRITICAL CONTACT INFORMATION

**SHARP**

**U.S. Army Europe and Africa 24/7 Sexual Assault Hotlines/Helplines**

DSN: 53-SHARP (537-4277) Comm: 0611-143-53-SHARP (537-4277)

**Kaiserslautern**

Kleber Kaserne  
Building #3210  
Kaiserslautern, AE, Germany  
67661

Tel:

Com: 011-49-611-143-541-9028

DSN: 314-541-9028

Ansbach	DSN: 314-569-4567	COM: 49 (0) 9641-70-569-4567
Baumholder	DSN: 314-484-7280	COM: 49 (0) 631-413-7280
Bavaria (previously Grafenwoehr and Vilseck)	DSN: 314-569-4567	COM: 49 (0) 9641-70-569-4567
Brussels	DSN: 314-597-7356	COM: 32 (0) 476-76-2264
Benelux**	DSN: 314-597-7356	COM: 32 (0) 476-76-2264
Brunnsum	DSN: 314-597-7356	COM: 32 (0) 476-76-2264
Bulgaria	DSN: 314-484-7280	COM: 49 (0) 631-413-7280
Garmisch	DSN: 314-569-4567	COM: 49 (0) 9641-70-569-4567
Hohenfels	DSN: 314-569-4567	COM: 49 (0) 9641-70-569-4567
Kosovo/Camp Bondsteel**	No DSN	COM: 383-49-774-525
Livorno/Camp Darby**	DSN: 314-646-8540	COM: 39 (0) 444-71-8540
Poland, Lithuania, Latvia, Estonia	DSN: 314-569-4567	COM: 49 (0) 9641-70-569-4567
Rheinland-Pfalz (previously Kaiserslautern)	DSN: 314-484-7280	COM: 49 (0) 631-413-7280
Romania	NDS: 314-484-7280	COM: 49 (0) 631-413-7280
Stuttgart	No DSN	COM: 49 (0) 172-868-6019
Ukraine	DSN: 314-569-4567	COM: 49 (0) 9641-70-569-4567
Vicenza**	DSN: 314-646-8540	COM: 39 (0) 444-71-8540
Wiesbaden	No DSN	COM: 49 (0) 162-296-6741

**Chaplin**

21st Theater Sustainment Command

Command Chaplain: Panzer Kaserne

DSN 314-523-0236 or commercial: 0611-143-523-0236

21st Special Troops Battalion: Panzer Kaserne

DSN 314-523-0115/0015 or commercial 0611-143-523-0115/0015

16th Sustainment Brigade

Brigade Chaplain, Baumholder

DSN 314-531-4060 or commercial 0611-143-531-4060

16th Special Troops Battalion, Baumholder

DSN 314-531-4413/4412 or commercial 0611-143-531-4413/4412

39th Transportation Battalion, Kleber Kaserne  
DSN 314-523-1607/1606 or commercial 0611-143-523-1607/1606  
18th Combat Services Support Battalion  
DSN 314-569-1055 or commercial 0611-143-569-1055  
18th Military Police Brigade  
Brigade Chaplain: Grafenwoehr  
DSN 314-475-4355 or commercial 09641-83-4355  
709th Military Police Battalion, Grafenwoehr  
DSN 314-569-6025 or commercial 09641-70-569-6025  
15th Engineer Battalion, Grafenwoehr  
DSN 314-569-6025 or commercial 09641-70-569-6025  
U.S. Army Correctional Facility-Europe, Sembach  
DSN 314-598-1122 or commercial 0611-143-598-1122  
30th Medical Brigade  
Brigade Chaplain: Sembach  
DSN 314-542-3032/3073 or commercial 0611-143-542-3032/3073  
212th Combat Support Hospital, Rhine Ordnance Barracks (ROB)  
DSN 314-493-2131 or commercial 0631-3406-2131  
421st Medical Maintenance Battalion, Baumholder  
DSN 314-531-3538/3537 or commercial 0611-143-531-3538/3537  
254th Combat Operational Stress Control, Baumholder  
DSN 314-531-**(coming soon!)** or commercial 0611-143-314-531-**(coming soon!)**  
7th Mission Support Command  
Command Chaplain: Daenner Kaserne  
DSN 314- 528-0249 or commercial 0611-143-528-0249 (\*Note available Monday, Wednesday  
and Friday)

### **Equal Opportunity**

#### **Kaiserslautern**

BLDG 3213 Room 127  
Kleber Kaserne  
Kaiserslautern DE 67661  
Primary: DSN 314-541-2210  
Secondary: 0172-296-1660

#### **Baumholder**

BLDG 8681  
Menue Road  
Baumholder DE 67661  
Primary: Primary: DSN 314-541-2210  
Secondary: 0172-296-1660

#### **Bavaria/ Grafenwoehr**

Tower Barracks, Bldg. 537  
Garrison Bavaria  
(314) 526-3115,  
CIV 09641-70-526-3115

**Ansbach**

Bismarck Kaserne, BLDG 5843-C, Rm 291

**Hours of Operation:**

Mondays – Fridays: 8 a.m. – 4 p.m.

**EEO ADVISOR (CIVILIAN):**

CIV. 06111-43-587-1593 / DSN 314-587-1593

**EEO ADVISOR (MILITARY):**

CIV. 06111-43-587-1512 / DSN 314-587-1512

**EEO ADVISOR (MILITARY, 12th CAB):**

CIV. 09802-83-3745 / DSN 467-3475