



The USATC&FJ Inspector General Update



“First be right, then go forward”

Guidance on Facial Hair Standards and Accommodations

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.

Mustaches will not:

- cover any portion of the upper lip line
- extend sideways beyond a vertical line drawn upward from corners of mouth
- extend above a parallel line at the lowest portion of the nose. (See figure 1 below)

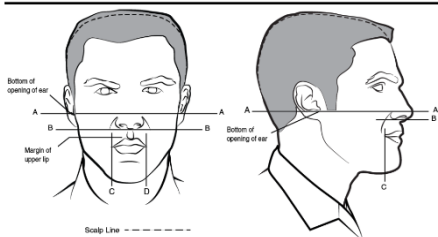


Figure 1. Mustache Standard

Handlebar mustaches, goatees, and beards are not authorized. Beards are only authorized for those Soldiers who require a medical exemption or religious accommodation.

Medical

- 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.
- Soldier exempt from shaving during treatment process. (DA Form 3349 issued and entered in e-Profile)
- Soldier will groom facial hair to a maximum of one-quarter inch in length.
- Grooming will not be shaped, edged, or fashioned in a manner contrary to Army regulation.

Religious accommodations

- Granted on a case-by-case basis.
- Accommodations must be approved before Soldier begins growing beard.
- 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. (See figure 2 below)

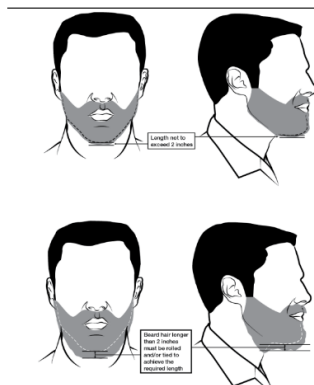


Figure 2. Beard Standard

Guidance for Soldiers and leaders:

- Soldiers do not need to carry a copy of their temporary profile/memorandum of record (MFR).
- Leaders can ask a Soldier if they have a profile or MFR if their facial hair does not comply with standards.
- Leaders can validate exemption by engaging authorized medical personnel and/or the Soldier's commander.

References:

- AR 600-20 (Army Command Policy)
- AR 670-1 (Wear and Appearance of Army Uniforms and Insignia)
- DA PAM 40-502 (Medical Readiness Procedures)
- AR 40-501 (Standards of Medical Fitness)
- DODM 6025.18 (Implementation of HIPAA Privacy Rule in DoD Health Care Programs)
- 10 USC 774, "Religious apparel: wearing while uniform"
- DODI 1300.17, "Religious Liberty in the Military Services"
- USC 2000bb-1, "Free exercise of religion protected"
- FM 1-05 (Religious Support)
- DoDI 6025.18 (HIPAA Privacy Rule Compliance Act in DoD Health Care Programs)

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If there are questions regarding HIPAA please refer to DoD Manual 6025.18 and/ or contact your local servicing legal office for assistance.

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Guidance on Expansion of the Military Parental Leave Program Implementation (ALARACT 007-2023)

On 31 January 2023, the Army released ALARACT 007/2023, which provides Soldiers (as defined in key terms) and Families greater flexibility and extended time with dependent children. Per the ALARACT, Soldiers are authorized 12 weeks of parental leave for birth/adoption/long-term foster care placement occurring on or after 27 December 2022. The following applies to each sub-set of parents.

Birth parents:

- Deferred or excused for 365 days after the birth of their child from all continuous duty events that are in excess of 1 normal duty day/shift (e.g., deployment, mobilization, field training, combat training center program rotations, collective training events away from home station, pre-mobilization training, unit training assembly away from home station, TDY, etc.)
- Authorized 12 weeks of parental leave in addition to and following maternity convalescent leave during the 1-year period beginning on the date of birth of child.

Non-birth parents/adoption/foster-care/surrogacy:

- Authorized 12 weeks of parental leave either taken in whole or taken in increments during the 1-year period beginning on the date of birth of child/date of adoption/date of placement (adoption/long-term foster care)
- Should expect to deploy with their units.

Taking leave:

- Soldiers may take parental leave in one continuous period or in increments consistent with operational requirements.
- Soldiers can take ordinary leave in

between increments of or consecutively with parental leave.

- Soldiers choosing to take parental leave in more than one increment must request proposed leave in blocks of at least 7 days each for a max of 12 increments.

Deferring leave: operationally deployed Soldiers must normally defer parental leave until completion of deployment. However, unit commanders may approve parental leave if he/she determines it doesn't impact unit readiness. Soldiers who defer leave because of deployment may be authorized an extension of the 1-year parental leave period.

Extension of leave: authorized if Soldiers lose unused parental leave (after the 1-year period) because of deployment/military exercise (consecutively more than 90 days), attendance at an in-residence PME course (consecutively more than 90 days), execution of PCS orders with TDY en route to new permanent duty station (consecutively more than 90 days) that would interfere with taking parental leave.

Unused leave: Soldiers forfeit any amount of unused parental leave remaining at the expiration of the 1-year period (unless extension applies); at the time of separation from active service; termination of placement for adoption/long-term foster care.

Stillbirth/miscarriage: Birth parent/spouse not authorized parental leave. DoD Health care provider may recommend convalescent leave.

Key Terms

Soldier: Active-duty as well as reserve Soldiers on active-duty orders for 12 months or longer.

Child: newborn, adopted minor child, or minor child placed for adoption or long-term foster care (minimum 24 months

Birth parent: Soldier who gives birth.

Convalescent leave: a period of authorized absence granted to Soldiers under medical care, which is part of prescribed treatment for recuperation and convalescence.



References:

Directive-type memorandum 23-001 (Expansion of the Military Parental Leave Program)
AD 2022-06 (Parenthood, Pregnancy, and Postpartum)
AR 600-8-10 (Army Leaves and Passes)