



Facial and Hair Standards

Inspector General Brief



Agenda:

- Guidance on Facial Hair Standards
- Medical Accommodations
- Religious Accommodations
- Questions & Comments

- ☒ Inform
- ☐ Guidance
- ☐ Decision

Purpose: To inform Soldiers and Leaders on the Army Grooming Standards regarding facial hair to include processes in place for religious and medical accommodations.

The overall classification of this brief is **CUI**



Agenda

- **Welcome**
- **Army Directive 2025-13 Guidance on Facial Hair Standards**
- **Medical Accommodations**
- **Religious Accommodations**
- **Questions**



Purpose

This directive establishes Army Directive 2025-13 for facial hair grooming standards. This directive also prohibits permanent shaving profiles and provides the means for command teams to document and verify a Soldier's basis for a beard. The intent of this directive is to provide refined grooming standards for medical providers and commanders to implement, in support of Army readiness.

AD 2025-13



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- ☐ All male Soldiers will maintain a clean-shaven face when in uniform or on duty in civilian attire in accordance with reference 1c. Mustaches are authorized.
 - ☐ Soldiers must comply with the grooming standards unless granted a written exception to policy (ETP) for a medical condition or for an approved religious accommodation.
 - ☐ Soldiers must retain and readily produce a signed copy of their approved ETP or approved religious accommodation decision memorandum when in uniform or on duty in civilian attire upon request. Any Soldier can address a situation that warrants an on-the-spot correction to uniform standards. This guidance aligns with those responsibilities to maintain discipline and uniformity.

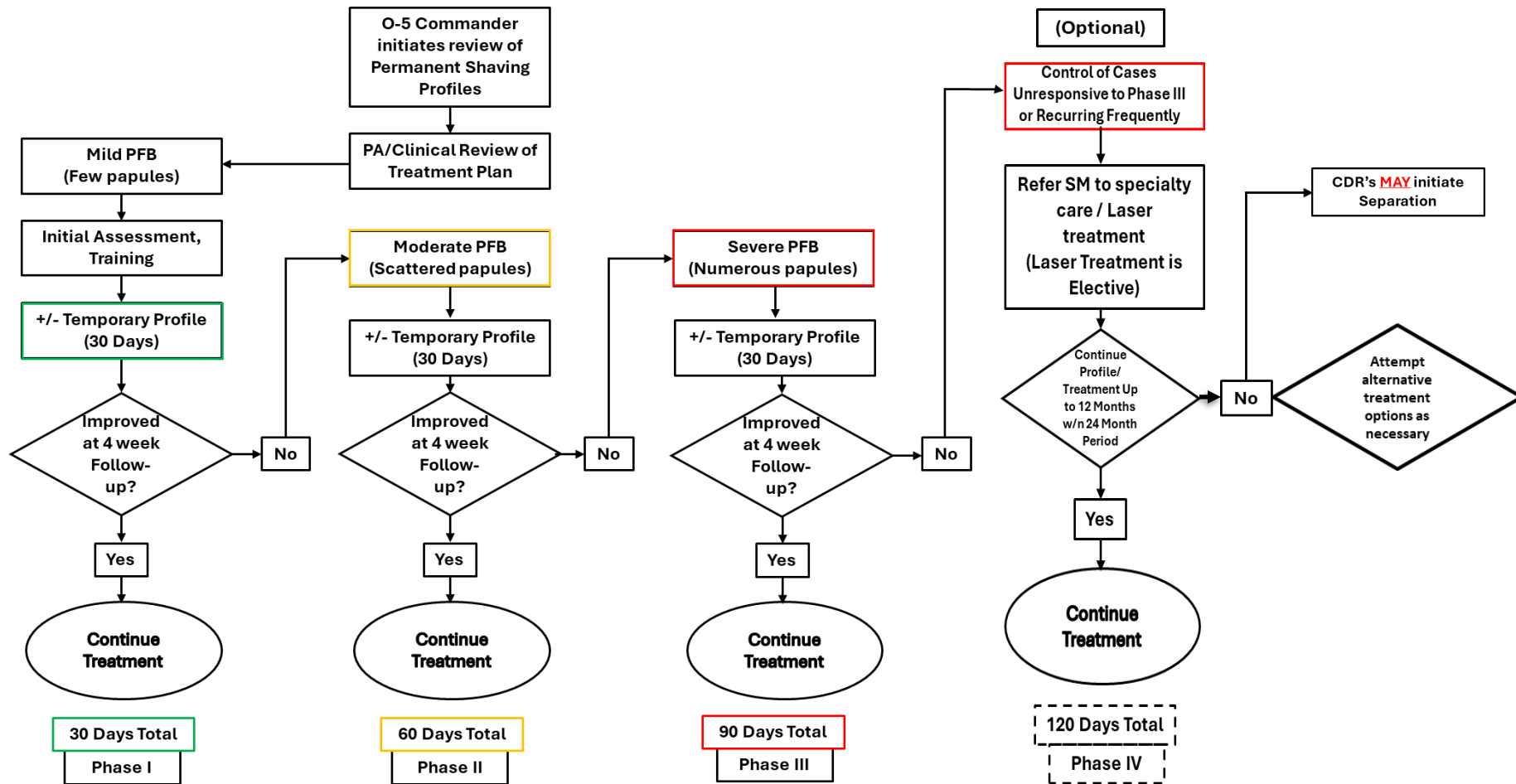
AD 2025-13 Cont.



- ❑ The first O-5 commander will ensure decision memoranda for approved religious accommodations are recorded in the appropriate Army personnel system, such as the Army Military Human Resources Record (AMHRR) or Integrated Personnel and Pay System – Army (IPPS-A).
- ❑ **Soldiers who have a physical profile (Department of the Army Form 3349-SG) for shaving limitations will be directed by their first O-5 commander for re-evaluation by a medical provider no later than 90 days from publication of this directive. (To be complete within all units NLT 1OCT25)**
- ❑ The first O-5 commander in the Soldier's chain of command will review the recommended profile. The medical provider will recommend a medical treatment plan to assist the Soldier in returning to compliance with the facial hair grooming standard, consistent with paragraph 3(a)-3(d). Commanders and medical providers can collaborate to determine the best means to facilitate the treatment plan, approved by commander.



Treatment Flowchart



Once the medical treatment plan is approved, the first O-5 commander will issue the Soldier an approved ETP for facial hair grooming standards IAW AD 2025-13. The grooming ETP is valid only for the duration of the shaving profile. Service members that have a shaving Profile that exceed 12 months within a 24 Month period may have separation initiated

Phase I



Control of Mild Cases.

- ☐ Soldiers may avoid shaving for up to four weeks until facial lesions have subsided while undergoing medical treatment. This phase will not exceed 30 days.

Phase II



Control of Moderate to Severe Cases and Those Unresponsive to Phase I.

- ☐ Soldiers may avoid shaving for up to eight weeks if initially starting Phase II or up to an additional four weeks if continuing from Phase I according to treatment plan. This phase will not exceed 60 days.



Phase III

Control of Severe Cases Unresponsive to Phase II.

- ❑ Soldiers may continue Phase II protocols for up to four additional weeks. The medical provider may then recommend continued treatment based on the Soldier's response and, if necessary, a further period of modified grooming standards. This phase will not exceed 90 days.
 - (90 days includes Phase II and Phase III).



Phase IV

(optional) Control of Cases Unresponsive to Phase III or Recurring Frequently.

- ☐ Soldiers may be referred for specialty care and more targeted treatment such as laser treatment. **These treatments are elective** and should the Soldier elect to have laser treatment, it may be government-funded.

At the end of the phase identified in the treatment plan, the Soldier will adhere to the grooming standards or will be re-evaluated

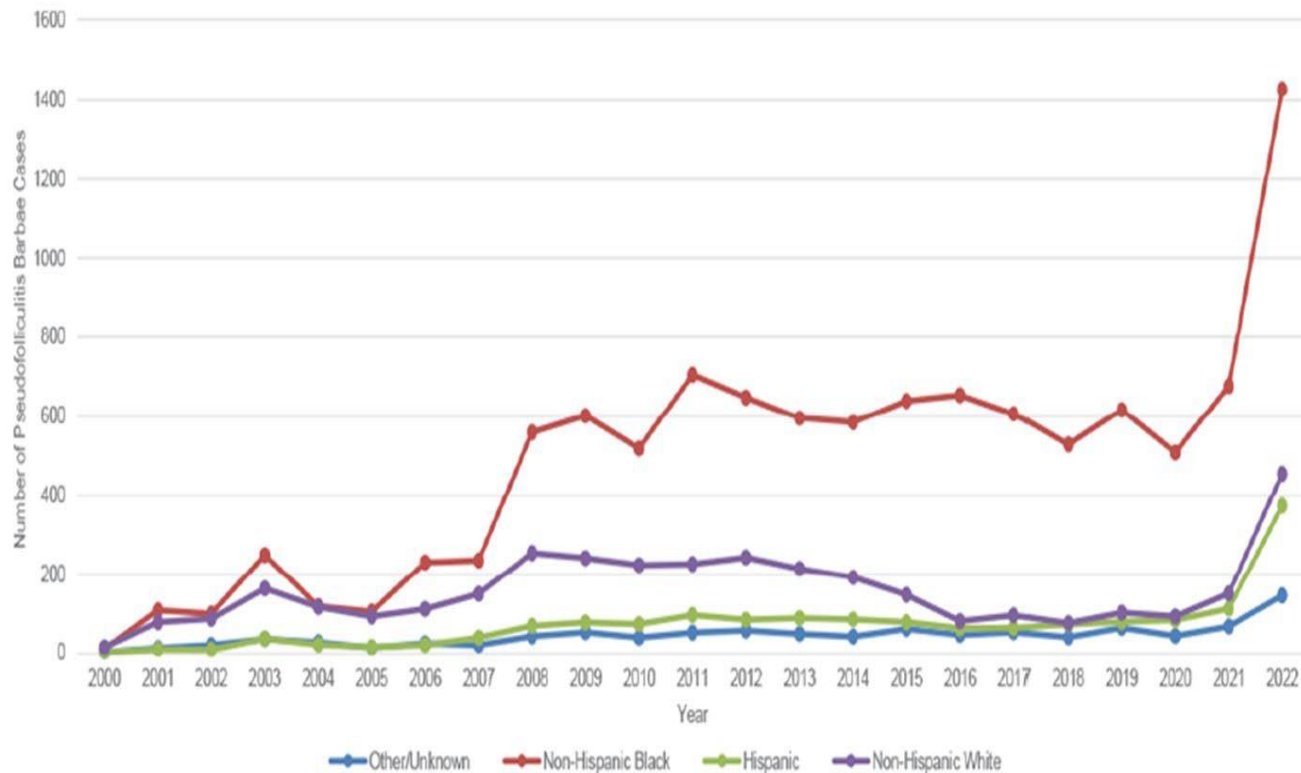
- ☐ Once the medical treatment plan is approved, the first O-5 commander will issue the Soldier an approved ETP for facial hair grooming standards (see enclosed ETP template). The grooming ETP is valid only for the duration of the shaving profile.
- ☐ An accumulation of ETPs to the facial hair grooming standards **totaling over 12 months in a 24-month period may result in an administrative separation.**

CUI//OPSEC//REL TO USA, FRA, BEL

Considerations



FIGURE. Pseudofolliculitis barbae in Active Component Service Members, Stratified by Race/Ethnicity, 2000-2022

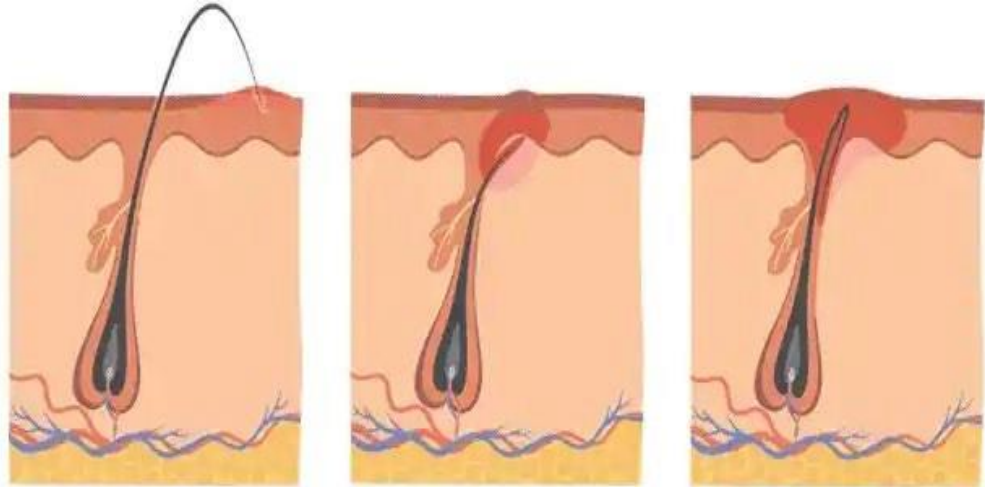


Prepared by Armed Forces Health Surveillance Division
Public Health Directorate, Defense Health Agency
Source: Defense Medical Surveillance System (DMSS), August 3, 2023

Armed Forces study suggests PERCEIVED negative impact of shaving profiles on promotion and advancement.



Ingrown Hairs



Folliculitis is the name given to a group of skin conditions in which there are inflamed hair follicles.

The result is a tender red spot, often with a surface pustule (abscess).

Folliculitis may be superficial or deep and can affect any hair-bearing area of skin.

What causes ingrown hairs?

An ingrown hair is a hair which has curled in on itself and grown back under the skin surface. This occurs when a hair follicle gets clogged, stopping the hair from growing out of the follicle. The hair is forced sideways, growing into the skin.

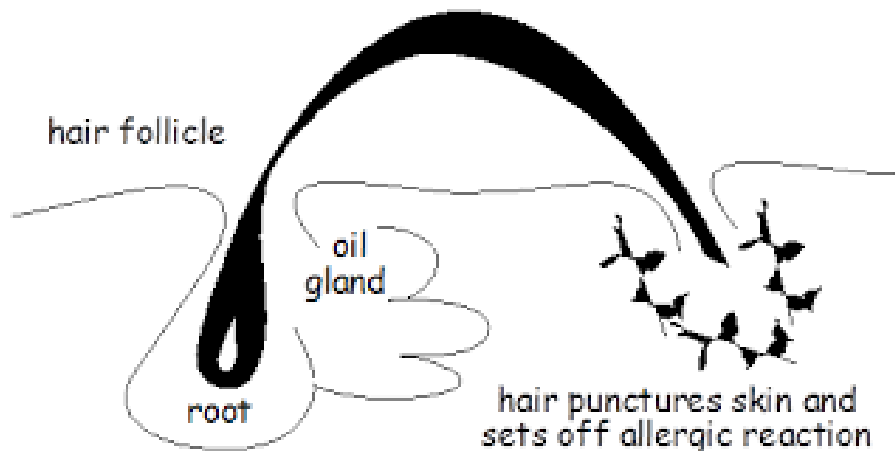
The result is usually a raised red spot which can be itchy and sore and can, on occasion, turn into a pus-filled sore.



Pseudofollicululitis Barbae

Pseudofollicululitis Barbae – Inflammation of the hair follicles in the beard area, but NOT an infection:

- ❖ Mild (Type I). 20-30 small papules or rare pustules
- ❖ Moderate (Type II). 30-60 papules with pustules
- ❖ Severe (Type III). 60-too many to count papules with pustules





Follicululitis Barbae



Available from Dove Medical Press at <https://doi.org/10.2147/CCID.S149250>



PFB Complications



Images from Google and Dove Press

CUI



Treatments

Medication:

- Differin Gel – helps open the hair follicle
- Duac – Dec bacteria in the hair follicle and helps to open the hair follicle
- Cleocin Solution – dec bacteria in the hair follicle
- Desonide Cream – dec inflammation
- Hydrocortisone Cream – dec Inflammation
- Lidex Gel – dec Inflammation
- Minocycline (pill) – dec inflammation and dec bacteria in the hair follicle
- Doxycycline (pill) dec inflammation and dec bacteria in the hair follicle
- Cerave Lotion – moisturizer

Side Effects

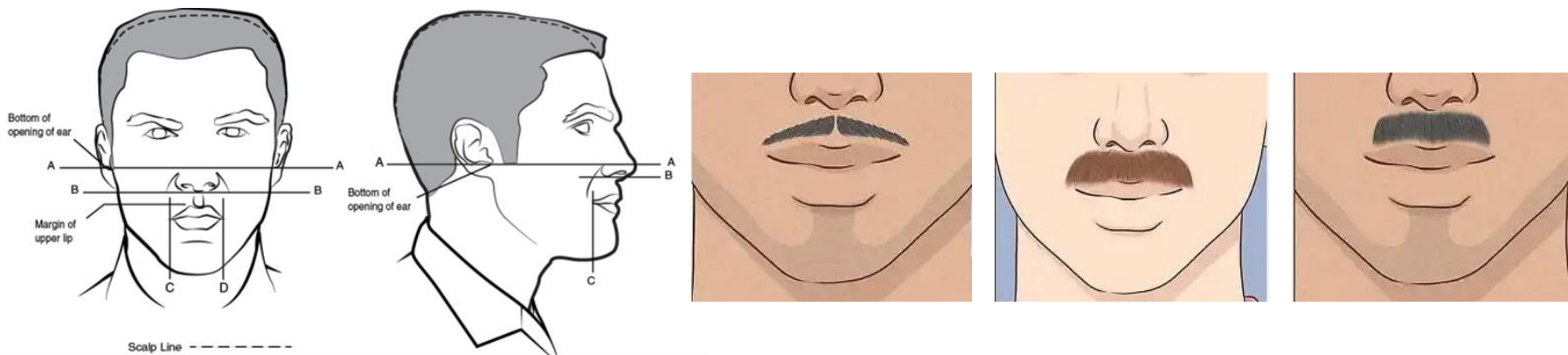
- Dryness
- Photosensitivity
- Stomach Upset (Nausea / Vomiting)
- Loss of fingernails
- Darkening of the skin

**** DO NOT TAKE THESE MEDICATIONS IF YOU ARE PREGNANT ****



Facial Hair Standards

- Per Army Regulation (AR) 670-1, para 3-2, 2(b) 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:
 1. Cover any portion of the upper lip line
 2. Extend sideways beyond a vertical line drawn upward from corners of mouth
 3. Extend above a parallel line at the lowest portion of the nose (See below)



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.***



Guidance for Soldiers & Leaders:

- Soldiers need to carry a readily accessible redacted physical or digital copy of their redacted temporary profile/Exception to Policy IAW AD 2025-13, AR 600-20, and AR 40-502.
- Local commanders can create policies requiring Soldiers to carry proof (profile/memorandum) of uniform modifications and exceptions to AR 670-1. (DAIG).
- Leaders can ask a Soldier if they have a profile. (DAIG Update 23-2)
- If a Soldier's facial hair does not comply with standards found in AR 670-1 the Commander may take punitive action. (AR 670-1, para 3-2)
- Soldiers **MAY NOT line up or style their beard**. Soldiers are required to trim their beards (shaving profiles) so the hair is no longer than 1/4 inch. This does not authorize a Soldier to "clean up" loose hairs around the face and neck. 1/4 inch is the total length across the face and neck area. **NO STYLING IS PERMITTED.** (TB MED 287)
- Soldiers with religious accommodations IAW AR 600-20 **will have a copy placed in their iPERMS**. This document MAY be viewed by a Commander upon request. (AR 600-20, P-3, (a)(8))
- Any Commander may approve or disapprove requests for accommodation concerning worship practices and dietary practices, unless the request would require a waiver of Army policy. (AR 600-20, Appendix P, P-1)
- Some uniform and grooming requests may be approved or disapproved by the General Court-martial convening authority (GCMCA). Any request which requires a waiver of Army policy may only be approved or disapproved by the SECARMY or designee. (AR 200-20, para 5-6, (e)(1)(c)).



Religious Accommodations

We will discuss:

- Types of Religious Accommodation (RA)
- Appearance and Grooming
- RA Flowchart
- Approved Accommodations
- AD 2025-13 Guidance



Types of RA

Requests for RA fall into five major areas:

1. Worship practices
2. Dietary practices
3. Medical care (including immunizations)
4. Wear and appearance of the uniform
5. **Personal appearance and grooming practices**



Appearance and Grooming

- Soldiers must request a RA to engage in religious appearance and grooming practices, regardless of whether the practice is addressed in AR 670 – 1.
- Uniform and grooming requests may be approved or disapproved by the General Court-Martial Convening Authority (GCMCA).
- Any request which requires a waiver of Army policy may only be approved or disapproved by the SECARMY or designee.



Religious Accommodation Flow Chart

Service Member (SM) Request Memo to Immediate Commander

- 1 SM memo must include name, rank, MOS/branch, and a specific description of the religious tenet or belief for which accommodation is being sought. SM MUST identify which accommodation is being sought.

Chaplain interview/memo

- 2 Immediate Commander arranges a **chaplain interview**. The BN chaplain coordinates with Brigade Chaplain to conduct interview and will return a memorandum to the Commander upon completion of interviewing the Soldier and consulting with DCS.

Immediate Commander Recommendation Memo

- 3
 - Immediate Commander and Battalion Commander **completes a recommendation memo** THRU the Battalion and Brigade Commanders, FOR the GCMCA. Immediate Commander **will immediately notify** the Office of the DCS, G – 1 (DAPE – MPC) Command Policy Division at usarmy.pentagon.hqda-dcs-g-1.mbx.command-policy@mail.mil. Notification will include the requestor's name, rank (if applicable), unit, MOS (or prospective MOS if known), and a copy of the request documents.
 - Brigade Commander **reviews packet and completes GCMCA interview** with SM requesting accommodation **completes recommendation memo** FOR the GCMCA **annotating they have interviewed the SM and consulted with the Chaplain**.
 - Unit S1s serve as action POCs, moving the packet through levels of command, to the Division G1, Essential Personnel Services (EPS).



Religious Accommodation Flow Chart

Legal Review Process

- 4 Once the Division Chaplain Section (DCS) receives packet from G1 routes it to OCCH for validation. G1 routes packet to DIV JAG for 1AD level review.

Commanding General/GCMCA Recommendation Memo

- 5 Upon completion of legal review and OCCH confirmation packet is routed to GCMCA for approval.



Approved Accommodation

Your Beard:

Must be maintained to a length not to exceed 2 inches when measured from the bottom of the chin. RA must be within AR 670-1.

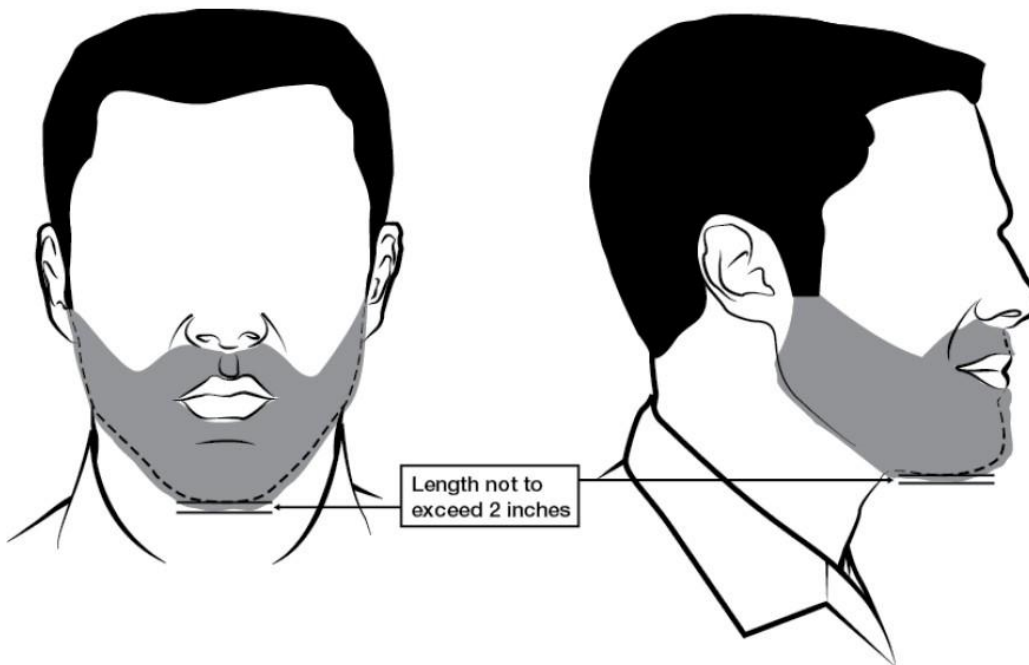
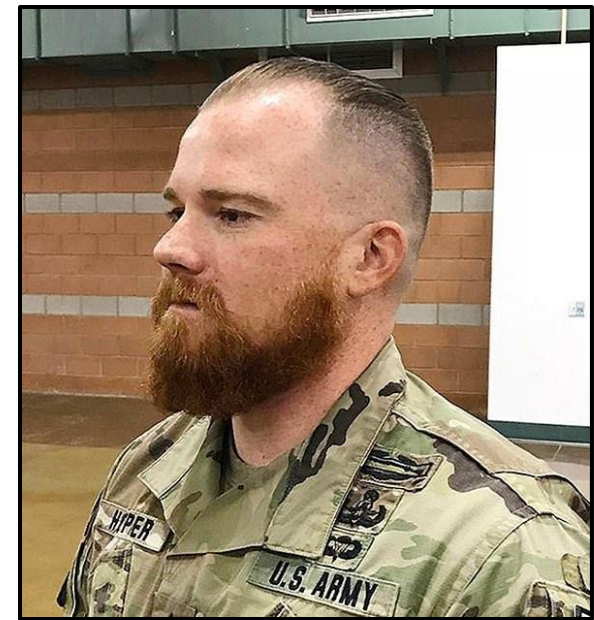


Figure 3-6. Beard figure



Norse Pagan Soldier



Approved Accommodation (Cont.)

Your Beard:

Beard hair longer than 2 inches must be rolled and/or tied to achieve the required length. RA must be within AR 670-1.

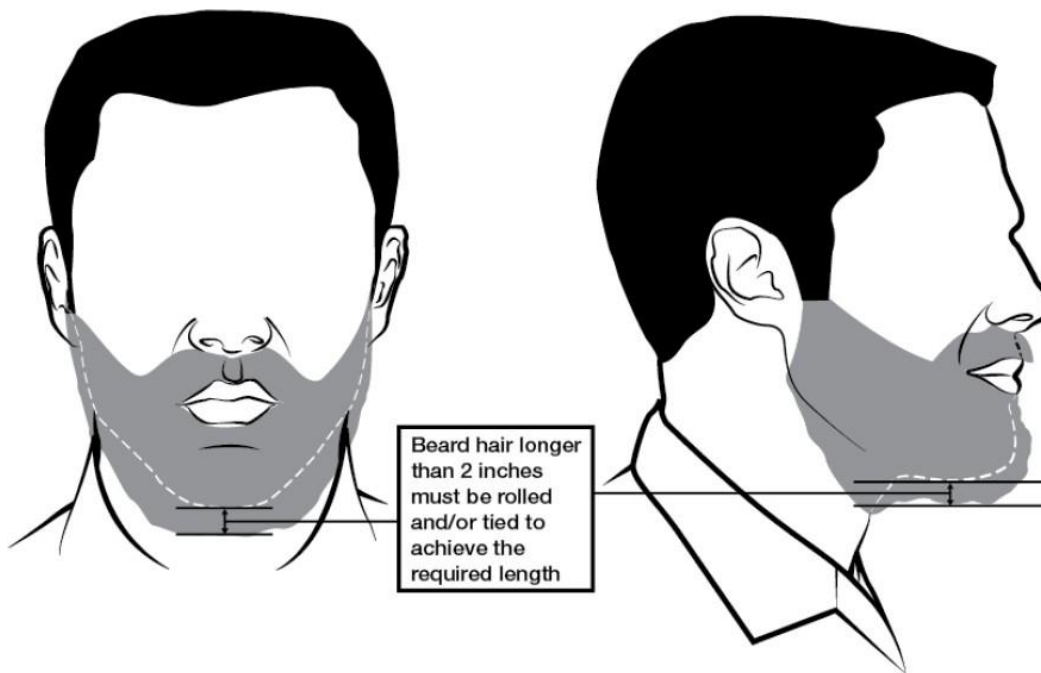


Figure 3-6. Beard figure



Sikh Soldier



Additional Guidance

Your Beard:

Beard hair longer than 2 inches must be rolled and/or tied to achieve the required length.



Prior to rolling



Twist or braid beard hair



If twisting, tie beard hair into a knot at highest point



Tuck knot/braid backwards up into the hair above the knot



Additional Guidance (Cont.)

Your Beard:

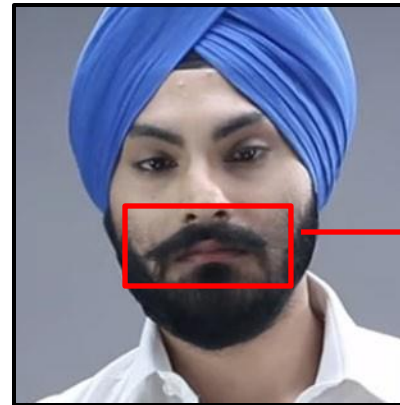
Soldiers may use styling products to groom or hold the beard in place.



Styling products may be used to groom or hold beard in place



Groom remaining beard hair so that it does not protrude more than two inches



Beards must be worn in a neat and conservative manner that presents a professional appearance

Mustache worn with a beard may extend sideways beyond the corners, of the mouth to connect with the beard, but cannot cover the upper lip.

AR 670-1, para 3-16b(2)

AR 670-1, para 3-16b(1)



Accommodation Suspension

This RA can be suspended at any point if there is threat to health and safety, such as threat of exposure to toxic CBRN agents or impair the ability to operate an assigned weapon, military equipment, or machinery.

An approved accommodation may be subject to review and rescission, in whole or in part, at any time, based upon a determination that the circumstances under which the grant of accommodation was approved have changed (e.g., deployment, new duties, or other material change in circumstances). The Military Department or Military Service concerned—not the individual Service member—bears the burden of initiating a proposal to review and rescind an accommodation previously granted. (DODI 1300.17)



References

- **Army Directive 2025-13** (Facial Hair Grooming Standards)
- **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 HIPPA Privacy Rule in DoD Health Care Programs)
- **FM 1-05** (Religious Support)
- **DoDI 6025.18** (HIPAA Privacy Rule Compliance Act in DoD Health Care Programs)
- **10 USC 774**, “Religious apparel: wearing while uniform”
- **DODI 1300.17**, “Religious Liberty in the Military Services” Title 42 USC 2000bb-1, “Free exercise of religion protected”
- **USC 2000bb-1**, “Free exercise of religion protected”
- **ALARACT 042/2024** (United States Army Appearance and Grooming Modifications)

Note: *If there are questions regarding HIPPA please refer to DoD Manual 6025.18 and or contact your local servicing legal office for assistance.*



Closing

QUESTIONS?