



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
UNITED STATES ARMY CORPS OF ENGINEERS  
TRANSATLANTIC DIVISION  
255 FORT COLLIER ROAD  
WINCHESTER, VIRGINIA 22603-5776

**22 AUG 2011**

CETAD- CG

**DIVISION COMMANDER'S POLICY MEMORANDUM #5**

**SUBJECT: Uniform Wear and Appearance Standards for Deployed Personnel in Afghanistan**

**1. References:**

- a. Army Regulation 670- 1, Wear and Appearance of Army Uniforms and Insignia, 3 Feb 05.
- b. NAVPERS 156651, U.S. Navy Uniform Regulations, 1 Jan 05.
- c. MCO PI020.34G, (Chapter 1-4) Marine Corps Uniform Regulation, 31 Mar 03.
- d. AFI 36-2903, Dress and Personnel Appearance of Air Force Personnel, 29 Sep 02.
- e. ISAF/USFOR-A Policy Letter Military Uniform Policy and Appearance Standards for DoD Military, Contractor, and Civilian Personnel Assigned or Attached to United States Forces Afghanistan, 27 Jan 2011.

2. Purpose. To provide information, outline responsibilities, and establish procedures regarding standards for uniform wear, appearance and conduct for all U.S. military, DoD civilians, USACE civilian personnel, and DoD contractors of all nationalities assigned or attached to Transatlantic Division and its subordinate districts and offices in Afghanistan (hereafter referred to as TAD).

3. Applicability. This policy memorandum applies to all individuals assigned, attached or TDY to TAD. This policy supersedes all previous policy memoranda on this subject. All applicable national and service regulations remain in effect, as this policy is intended to augment those policies. More restrictive policies may be set by installations or garrisons and will be followed by all assigned, and/or visiting TAD personnel.

4. Adherence to Standards. Adherence to standards is a matter of pride and discipline. All military and civilian personnel will follow these standards of uniform wear, appearance, and conduct. All leaders and supervisors (military and civilian) will enforce these standards. It is a privilege to wear the uniform, not a right.

**5. Military and DA Civilian Uniform Standards.**

- a. Duty Uniform.

(1) The normal duty uniform for deployed military personnel is the Multi-Camouflage (MultiCam®) uniform, the Fire Retardant Army Combat Uniform (FRACU), regular ACU, or appropriate sister service uniform. The normal duty uniform for DA civilian personnel is the Desert Camouflage Uniform (DCU). DA Civilian personnel may elect to purchase and wear the Army Combat Uniform (ACU). The MultiCam® is not authorized for wear by civilians. The Nomex Flight Suit is issued and authorized for wear by civilian personnel who travel off base. Uniforms will be worn in a professional manner at all times. Military personnel are not authorized to wear civilian attire during their deployment except when traveling in a leave status (emergency or regular) or when flying on commercial aircraft. Civilian attire is authorized for wear while in quarters.

(2) Variation from these standards is not authorized.

a. All uniform sleeves will be worn down, all buttons fastened, pant legs bloused in boots or using a blousing band or Velcro closure. Boots will be worn with all laces laced and tucked into the top of the boot.

b. Personnel will not mix civilian attire with military attire.

c. The uniform is worn as a complete uniform. Removing the blouse is not authorized, especially in an office environment or during break periods. The blouse may be removed IAW service regulations during extreme heat while performing physical labor.

d. Personal music systems (iPod, Walkman, etc.) may not be worn on the sleeve or otherwise attached to the duty uniform.

(3) All Uniform Head Gear. Headgear will be worn in accordance with its design. When the patrol cap, cover, or boonie hat is worn, no blocking, forming, rolling or upturning of brims or top is authorized. The strap on the boonie hat will be worn under the hat, fastened tightly to the back of the head, or under the chin. Name tapes are not authorized on the boonie hat. Embroidery is prohibited on headgear unless the embroidery is part of the official uniform of the service, such as the insignia on the Marine Corps cover. Issued watch caps may be worn with the Physical Training uniform. Cravats, neckerchiefs, or dust masks may only be worn during combat operations and/or dust/sand storms. When worn, such items will compliment the color and/or pattern of the uniform. Civilian scarves are not authorized for wear with the uniform. Personnel are reminded to adhere to established local policies concerning the wear of headgear while at other locations. Within the confines of the USACE compounds, headgear for military and civilians is optional.

(4) All uniform modifications (sterilizing, sewing or removing pockets, embroidery, foreign nametapes, filler panels on Velcro, etc.) are prohibited. Only nametapes and rank per service regulation may be worn on headgear and IBA.

b. Wear of Uniforms by Civilians. The DCU issued by the USACE Deployment Center or the CONUS Replacement Center is the primary uniform worn by the USACE civilian workforce. The ACU is an optional uniform. If the ACU is worn, personnel will comply with the standards established in referenced service regulations and are responsible for obtaining all necessary



accoutrements (nametag, USACE Civilian, black triangle and organizational patch) at their own expense.

c. Optional Civilian Uniform (OCU): The OCU may be worn at the wearer's assigned base and at the wearer's expense. The OCU consists of a short or long sleeve polo shirt with approved USACE insignia (left breast), khaki or earth tone colored pants, desert tan boots, belt (black or brown), and optional khaki/tan cap with appropriate USACE logo or boonie hat. DCU or ACU pants are not to be worn with civilian shirts. These items will be purchased at the individual's own expense. The OCU may only be worn on assigned base and may not be worn off base. The OCU should not be worn to formal engagements, external meetings or other activities where the individual is formally representing USACE (ribbon cutting events, site visits, etc.).

d. Personal Protective Equipment (PPE). PPE will be worn on all travel off-base. PPE consists of ballistic helmet; Individual Body Armor (IBA); First Aid Kit; Nomex gloves; ballistic eye protection; fire retardant uniform, and earplugs. The ballistic helmet will be worn and not carried as required by threat conditions. The ballistic helmet will be worn with chinstrap fastened. The IBA will be worn closed in the front. The SAPI plates (front, rear, and sides) will be worn by all personnel. The First Aid Kit will be worn on the IBA. The DA Form 1156, Casualty Feeder Card, will be carried in the First Aid Kit.

e. Army Combat Shirt (ACS). The Fire Retardant ACS was designed to be worn under the Improved Outer Tactical Vest and will be worn by military members only. The ACS may be used for outside the wire combat operations. The ACS will not be worn as a stand-alone garment or as a daily wear item during FOB operations.

f. Physical Fitness Uniform (PFU). Military personnel conducting physical training will wear the prescribed service PFU. The PFU may be worn for off duty time but will not be worn as a substitute for normal workday clothing. The PFU for all service branches will be worn IAW referenced service regulations. Military members may wear their service branch physical training uniform with weapon to eat in the DFAC, provided the uniform is not covered with sweat or badly soiled. Civilian personnel may not wear any military physical training uniform components. Civilian personnel should wear suitable and proper athletic attire that is conservative, loose fitting, and in good taste. Army and civilian personnel are authorized to wear the approved organizational shirt while conducting physical training. Personal music systems (iPod, MP3, etc.) with ear pieces and headphones may only be used indoors.

g. Civilian Attire for all Civilian Personnel (DoD, contractor, Afghan Citizens). Civilian employees authorized to wear civilian attire at their place of duty will wear a level of dress between business casual to professional. All civilian clothing will be conservative, in good taste and in good condition.

h. Other Uniform Items.

(1) Eyeglasses. When in a military uniform, eyeglasses will be conservative in appearance and will not detract from the appearance of the uniform. No eccentric or faddish styles of eyeglasses are authorized. Personnel in uniform may not wear reflective mirrored lenses or those with extreme or trendy colors. These include, but are not limited to, red, yellow,

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blue, purple, bright green and orange. Instead, lens colors must be traditional gray, black, brown, or dark green shades.

(2) Fleece jacket. The green fleece is authorized for wear with the ACU. The black fleece is authorized for wear with the DCU. The fleece jacket may be worn as an outer garment and must be zipped up at all times.

(3) Jewelry. Moderate, conservative jewelry is authorized for wear with the DCU/ACU. All Jewelry must be worn in a manner which does not interfere with the proper wearing of the uniform or Personal Protective Gear. One (1) pair of earrings may be worn by Air Force and civilian female personnel. Earrings must be small, conservative, post/stud type, and must not exceed 6 mm in diameter (1 earring in each ear lobe). Military members will adhere to their appropriate service regulations. Males will not wear earrings at any time while in uniform. Nose rings or other facial jewelry will not be worn at any time while in uniform. One (1) necklace, conservative in style, may be worn. One (1) bracelet and/or wrist watch may be worn by military as long as your respective service allows. Civilian personnel may wear 1 bracelet and/or wrist watch. No more than two (2) rings will be worn at the same time in any uniform.

(4) Tourniquet for military personnel: The CAT tourniquet will be worn IAW established SOP of the local maneuver unit.

i. Prohibited Clothing.

(1) Clothing that is provocative or suggestive; all tight fitting pants or shorts; tight fitting shirts or blouses including those which are sheer, see-through, or strapless, and any clothing containing racial slurs, promoting violence or anything illegal is strictly prohibited.

(2) Shower shoes or flip flops may be worn while in the living quarters and to and from the shower facilities. They are not permitted for wear in the work place or the DFAC. Sandals may be worn in civilian attire, but no open toe shoes are permitted in the dining facility or outside quarters.

6. The point of contact for this memorandum is the Mr. Scott Lowdermilk, 540-662-5583, [scott.lowdermilk@usace.army.mil](mailto:scott.lowdermilk@usace.army.mil).



KENDALL P. COX  
Major General, U.S. Army  
Commanding

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## Optional Civilian Uniform Guidance

1. The purpose of this memorandum is to provide additional guidance on the proper wear of the Optional Civilian Uniform (OCU).

a. **Shirt.** A cotton-type fabric, button-up golf shirt, with collar (any color) is authorized for wear (*see figures 1 and 2*). The shirt must be worn tucked into the pants. The shirt can be long or short sleeves. Potential sources for the shirt include, but are not limited to: Lands End, LL Bean, Kandahar Post Exchange (KAF PX), or at the links below:

Long Sleeve Polo - \$30.00

[http://bawonline.com/index.php?salegdn=4353&gtype=1&pgurl=shop/sh\\_goods\\_order](http://bawonline.com/index.php?salegdn=4353&gtype=1&pgurl=shop/sh_goods_order)

Short Sleeve Polo - \$20.00

<https://www.broderbros.com/cgi-bin/online/webshr/prod-gallery.w?sr=055X>



Figure 1

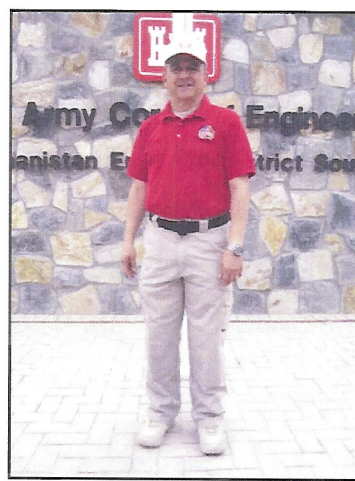


Figure 2

b. **Pants.** Pants should be of heavy duty material, khaki or earth toned in color, loose fitting, with cargo pockets and belt loops (typical contractor style pants) (*see figures 1 and 2*). Sources for these are many and are readily available at the KAF PX.

c. **Belt.** A black belt, a brown belt, or the UDC issued belt must be worn with the OCU.

d. **Boots.** The only authorized footwear with the OCU is the desert boot issued by the UDC or CRC. Pants should not be bloused with the boot, they must hang free.

e. **Head Gear.** Head gear is not required with the OCU. If desired, two types of head gear may be worn with the OCU.

The first option is a khaki colored, cotton twill, low profile baseball cap (*see Figure 3*). Potential sources for the caps are Lands End at: [http://ocs.landsend.com/cgi-bin/ncommerce3/ProductDisplay?Krypto=BoP%2B4DFs4leOeEuQB2003DBnbv61nsd1sdA0a28a uuSalRi7v5zOkDZJ61iJhY1JHCHM8G%2BQZ1I%3D&red\\_store\\_name=corpsales&red\\_store\\_type=3&style\\_number=220034&productId=88](http://ocs.landsend.com/cgi-bin/ncommerce3/ProductDisplay?Krypto=BoP%2B4DFs4leOeEuQB2003DBnbv61nsd1sdA0a28a uuSalRi7v5zOkDZJ61iJhY1JHCHM8G%2BQZ1I%3D&red_store_name=corpsales&red_store_type=3&style_number=220034&productId=88) or various vendors at – <http://www.thefind.com/search?query=khaki+baseball+hat>.



Figure 3

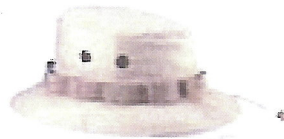


Figure 4

For more sun protection, a solid colored boonie hat may be worn (*see Figure 4*). Acceptable colors are khaki and other earth tones. Potential sources for the boonie hat include but are not limited to: Columbia, Cabelas, or various vendors found on - <http://www.thefind.com/search?query=khaki+boonie+cap>

The USACE Castle Logo may be worn on the hat, centered on the front. The castle logo is already available from Lands End at - [ces.landsend.com/usace](http://ces.landsend.com/usace)

f. **Logo.** The USACE Castle logo is the only authorized logo to wear with the OCU. It should be located on the top left front shoulder of the shirt and centered on the head gear. Including the section/branch/call sign on the last line underneath the castle is optional. A copy of the logo is located on the PAO SharePoint site. It is also on file at the Boardwalk embroidery store.



g. **Outer Wear.** The only authorized outer wear over the OCU is the UDC issued Black Fleece Jacket, Wet Weather Jacket, and Gortex Jacket.

2. This guidance will be posted (along with logos) on the PAO SharePoint site. Any questions concerning this guidance should be directed to the District Command Sergeant Major.