



HEADQUARTERS, INTERNATIONAL SECURITY  
ASSISTANCE FORCE  
U.S. NATIONAL SUPPORT ELEMENT  
KABUL AFGHANISTAN  
APO AE 09356



ISAF-US NSE

18 July 2012

MEMORANDUM FOR RECORD

**SUBJECT:** US National Standards, HQ ISAF

**1. References:**

- (a) Army Regulation 670-1, Wear and Appearance of Army Uniforms and Insignia, 3 Feb 05/ALARACT 140/2007 192130Z JUN 07, ALARACT 302/2008 171425Z DEC 08.
- (b) NAVPERS 156651, U.S. Navy Uniform Regulations, 01 Jan 05.
- (c) NAVADMIN 191/08 092051Z JUL 08.
- (d) MCO PI020.34G, (Chapter 1-4) Marine Corps Uniform Regulation, 31 Mar 03.
- (e) AFI 36-2903, Dress and Personnel Appearance of Air Force Personnel, 18 Jul 11.
- (f) US Air Forces Central Instruction 36-2901, Wear of the Airman Battle System-Ground By Personnel Deployed to the CENTCOM AOR. 01 July 10.
- (g) ISAF Standard Operating Procedures 3311 (Theatre Force Protection) 01 DEC 10.
- (h) US National Standards, HQ ISAF, 22 NOV 09.
- (i) GENERAL ORDER NUMBER 1B, 13 MAR 06

**2. Purpose.** This policy establishes standards that are applicable to all U.S. Military Personnel, DoD Contractors, and U.S. DoD Civilian Personnel assigned, attached, TACON, OPCON, ADCON, or TDY to Headquarters, International Security Assistance Force (HQ, ISAF). Additionally, those personnel (category above) who reside on HQ ISAF but are assigned to another HQ will conform to the policy outlined below.

**3. Applicability.** These standards are applicable to all U.S. Military Personnel, DoD Contractors, and U.S. DoD Civilian Personnel assigned, attached, TACON, OPCON, ADCON, or TDY to HQ, ISAF. Additionally, those personnel (category above) who reside on HQ ISAF but are assigned to another HQ will conform to the policy outlined below. This policy only applies while in Afghanistan, as it contains some exceptions to service policies. Forward recommended changes to the U.S. National Support Element (US NSE) Senior Enlisted Leader.

**4. Adherence to Standards.** Adherence to standards is a matter of pride and discipline. All military and civilian personnel will follow these policies on uniform wear, appearance and

conduct. All applicable national and service regulations remain in effect, as this policy is intended to supplement and augment those policies. Leaders must enforce these standards. This policy does not provide an exhaustive list of standards within ISAF, and use of common sense is encouraged when applying them.

## 5. Standards.

**(a) Duty Uniform/Uniform of the Day.** U.S. Personnel will only wear the appropriate service duty uniform and the prescribed service/unit physical training uniform. Civilian clothing is prohibited except as authorized by the Commanders of ISAF, USFOR-A, IJC, NTM-A, CJIATF 435 or SOJTF-A. Civilian clothing is allowed if the Service Member is en route to emergency leave or other missions utilizing commercial travel. The tan desert boots or the RFI issued mountain boots are the only authorized boots that will be worn with the OCP uniform. Service members travelling en route to and on return Kabul International Airfield must wear Interceptor Body Armor (IBA) or Improved Outer Tactical Vest (IOTV).

(1) The normal duty uniform will be worn in accordance with specific service regulations. Military personnel will carry their personal weapon and a minimum of one magazine of ammunition at all times, except when conducting physical training or en route to or return from commercial travel. Military personnel authorized to wear civilian clothes during normal duty activities will also carry their personal weapon and a minimum of one magazine of ammunition at all times, except when conducting physical training. US civilian personnel authorized to carry a side arm will also carry their personal weapon and a minimum of one magazine of ammunition at all times, except when conducting physical training. The service authorized headgear is required at all times while outside. The service member will wear their ISAF security badge while on HQ, ISAF in the duty uniform.

(2) All Uniform Headgear. Headgear will be worn in accordance with its design. When the patrol cap, or boonie hat is worn, no blocking, forming, rolling or upturning of the 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 the headgear unless the embroidery is part of the official uniform of the service, such as the insignia on the Marine Corps cover. While wearing the OCP (Operation Enduring Freedom Camouflage Pattern Uniform) baseball caps of any kind are not authorized.

(3) Navy personnel wearing the Army Combat Uniform (ACU)/ Operation Enduring Freedom Camouflage Pattern Uniform (OCP) are authorized to wear the following insignias: American flag on the right sleeve pocket flap, Navy Jack (Don't Tread On Me) patch on the right sleeve pocket underneath the American Flag, USFOR-A or NATO ISAF patch on left sleeve pocket. Combat, Special Skill, Warfare Insignia, and Identification badges are not authorized to be worn on the ACU/OCP while deployed to or TDY in Afghanistan.

(4) Personal Protective Equipment (PPE). When leaving HQ, ISAF compound, individuals will be in compliance with the ISAF Movement Policy and the Commander, ISAF Tactical Driving Directive. PPE will be worn on all travel off-base. PPE consists of ballistic helmet; IBA/IOTV; 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/IOTV will be worn closed in front. The ESAPI plates (front, rear and sides) will be worn by all personnel. The First Aid Kit will be worn on the IBA/IOTV.

(5) Army Combat Shirt (ACS). The Fire Retardant ACS was designed to be worn under the IOTV 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.

**(b) Physical Training Uniform.** U.S. military personnel conducting physical training will wear the prescribed service or unit physical training uniform or the combat/utility uniform. The physical training uniform will not be utilized as a duty or detail uniform. For safety reasons, the Commander, Base Support Group will assess safety issues determining the need for the wear of illuminating material during limited visibility/darkness. Earpieces and headphones may only be worn inside gymnasiums and may be worn with the utility uniform during exercise indoors. Earpieces and headphones will not be worn outside while conducting physical training.

**(c) Cold Weather Uniform.** The Extended Cold-Weather Clothing System (ECWCS), as described in service regulations may be worn. The Generation III ECWCS is a seven layered ensemble designed to provide the service member with advanced wet and cold weather protection. The ACU/ABU/OCP top will be worn at all times when any ECWCS jacket or over garment is worn. The fleece jacket will not be worn with the IBA or IOTV. The green or OCP brown issued micro-fleece cap may be worn as a standalone headgear during extreme cold weather conditions. Commercial variants (5.11, etc) of the micro fleece cap are not authorized for wear by US Military Personnel in uniform.

**(d) Leave/TDY Uniform.** During R&R travel and/or emergency leave from Afghanistan, all service members must wear the duty uniform and their IBA/IOTV to Bagram Air Field and Ali Al Salem Air Base. When transitioning in and out of theater, US service members may leave their FOBs without their individual weapon. Soldiers, Sailors, and Airmen wearing the ACU may only wear the ACU/FRACU/OCP when travelling out of country. The A2CU and the Army Combat Shirt are not authorized for travel out of country. Service members shall wear appropriate business attire while travelling on commercial aircraft in accordance with service regulations.

**(e) Other Uniform Items.**

(1) Patches. Section patches (color or subdued) are not authorized on US Military uniforms.

(2) Only nametapes and rank per service regulation may be worn on the headgear (except for boonie caps) and IBA/IOTV. Other writing, embroidery or sewing is prohibited.

(3) The fleece jacket will not be worn with the services' physical fitness uniform.

(4) Security identification badges will be worn at all times while on HQ, ISAF and will be displayed above the waist.

(5) Ballistic eyewear. Ballistic glasses help protect eyesight. All personnel are required to wear ballistic eyewear from the Authorized Protective Eyewear List (APEL) at all times when performing duties requiring IBA/IOTV and helmets, inside or outside of HQ, ISAF. The retention straps are authorized for wear with ballistic glasses.

(6) Ballistic helmets must be worn at all times by U.S. military personnel, Civilians or Contractors when riding in or on tactical or all terrain vehicles to include gators and motorcycles. Seatbelts must be worn by personnel riding in military or civilian vehicles.

(7) 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. Lens colors must be traditional gray, black, brown, or dark green shades.

(8) Service members wearing the OCP uniform may sew on the service identification tape above the left breast pocket as worn (for example , "U.S. ARMY"), the Last Name Tape above the right breast pocket as worn, and their rank center of the chest. These are the only authorized items to be sewn on the OCP uniform and are optional, not required. Service members may still use the Velcro items on their uniform if so desired.

**(f) Wear of the Uniform by Civilians.**

(1) Civilians and DoD contractors accompanying the U.S. Armed Forces in the field may wear U.S. military uniforms when deemed necessary by the commander or when required by contract. Boots and hats must be worn, trousers bloused, sleeves down and fastened, and zippers and snaps properly fastened. Failure to follow these general guidelines may result in the loss of the privilege for civilians and DoD contractors to wear the uniform. Additionally, when the protective posture requires wear of IBA and helmet, these items will be properly worn.

(2) While wearing the uniform, males and females will ensure that the hair presents a neat, groomed appearance. Hairstyles that detract from a professional appearance or that extend beyond the bottom edge of the collar are prohibited. Beards will be neatly trimmed. Earrings as per service regulation are authorized for females, hoops are prohibited.

(3) Civilians wearing the uniform will comply with the standards established in referenced service regulations. The uniform must have a nametape above the right breast pocket and an affiliation tape (for example, "Ordnance Technician," "Safety" or "DOD Contractor") shall be worn above the left breast pocket. Service tapes (i.e. U.S. Army) are prohibited. Insignia for DoD civilians, which consists of an equilateral triangle printed on an olive-green, khaki or tan cloth background, shall be worn directly above the left breast pocket (DCU), on the left shoulder (ACU), or centered where the rank insignia is attached (ACU/OCP). Additionally, individuals may wear their unit (10<sup>th</sup> Mtn, 82<sup>nd</sup> Abn, etc.) or affiliation (AAFES, AFN, ect.) on the left shoulder. The U.S. Flag insignia will be worn as per guidance in paragraph 5f. Other insignia, badges, patches or accoutrements, attached or affixed to the uniform, are prohibited. Failure to follow these general guidelines may result in the loss of the privilege for civilians and DoD contractors to wear the uniform.

(4) Variations of these standards are not authorized. Personnel will not mix civilian attire with military attire. The uniform is worn as a complete uniform. The wearing of trousers or coat alone, along with other clothing not associated with the uniform, is specifically prohibited. The use of complementary and conservative civilian baseball caps designating a current company/organization or branch are authorized.

(5) Civilian clothing for all authorized personnel must be conservative and in good taste. Tight fitting pants, shirts, or blouses which are sheer, provocative or suggestive will not be worn. Clothing that exposes breasts, buttocks and midriffs are prohibited.

**(g) Wear of Civilian Clothing by Military Personnel**

(1) The wearing of civilian clothing off post for military personnel is not authorized unless written approval is granted by the first GO in the chain of command and for the conduct of official military business. All personnel will be sensitive to the cultural norms of Afghan society that is largely Islamic with deep-rooted attitudes toward clothing and appearance. Dresses and skirts will be at least knee length, shirts will be long sleeve only and shorts are not permitted.

(2) Civilian clothing for all authorized personnel must be conservative and in good taste. Tight fitting pants, shirts, or blouses which are sheer, provocative or suggestive will not be worn. Clothing that exposes breasts, buttocks and midriffs are prohibited. Only the prescribed service or unit physical training uniform will be worn while playing organized individual and team sports.

**6. Special Considerations.**

(a) Only rank and nametape hook strips will be worn on the IBA/IOTV loop fasteners. You are still authorized to attach ancillary systems to the IBA/IOTV such as your first aid kit, ammo pouches, D rings, and M9 holster.

(b) Flight personnel are authorized to wear their approved unit organizational patch on the upper right hand quadrant of the A2CU top. The only authorized patches on the aviator flight helmet are the American Flag or the approved unit organization patch.

(c) VIBRAM Five Finger shoes may only be worn in physical training uniform in accordance with service regulations.

(d) Only issued cravats, handkerchiefs, and scarves may be worn during inclement weather. Commercially purchased scarves or "drive-on rags" will not be worn under any circumstances while in uniform.

(e) For safety reasons, the Base Support Group commander will assess safety issues and determine the need for wear or carry of illuminating material during limited visibility/darkness.

**7. General Conduct.**

(a) Consumption of Alcohol. Consumption and possession of alcohol is prohibited for all United States Forces assigned to Afghanistan. This applies to all US military personnel and US government civilians, including contingency contractor personnel (as defined in DoD instruction 3020.41 dated 03OCT05) serving with, employed by, or accompanying Armed Forces of the United States. This policy supplements USCENTCOM General Order Number 1B. COMISAF retains sole authority on granting waivers to this policy. Violators of this policy are subject to administrative and or/punitive action under the Uniform Code of Military Justice.

(b) Measures will be taken to ensure the safety and security of all personnel.

(c) No female personnel are authorized in the male accommodations. No male personnel are authorized in the female accommodation. The only exception to this rule is for maintenance, health and welfare, or other activities directed by the US NSE.

(d) Any music played in the public domain will be at a discrete noise level and not disturb personnel in surrounding areas. This applies to music played in or around vehicles, offices, and living quarters.

(e) Posters. Posters which contain, depict, or display any obscene, pornographic, lewd or lascivious words, characters, pictures, or symbols are prohibited in work areas as well as barracks.

(f) Saluting. Saluting is the most basic form of respect. Military personnel will salute those in the grade of OF6 and above while on HQ, ISAF. All officers will be greeted with appropriate greeting of the day.

(g) Hands in pockets. Service members will not have their hands in their pockets while they are walking, standing/waiting in line, or standing around in a group except to quickly remove an item from their pockets.

(h) Electronic devices. Any entertainment/communication device that requires earpieces or headphones will not be worn while conducting outdoor physical training of walking, running, riding, bicycling or operating a motorized vehicle. Additionally, entertainment/communication devices of any type will not be used at any time while serving as a crew member in any vehicle or aircraft. Sunglasses with built-in headphones are prohibited for wear with any uniform.

(i) Operational Grooming Standards. Male U.S. military personnel will be clean-shaven on and off duty, except those with valid shaving profiles. Mustaches are worn in accordance with applicable service regulations. Operational grooming standards are authorized IAW written authorization by the Commander, ISAF/USFOR-A, IJC, CJIATF-435 or SOJTF-A.

(j) SOF and AFPAC Hands Grooming Standards. Only selected SOJTF-A and selected AFPAC Hands personnel are exempt from grooming standards based on operational mission requirements as approved by the first general officer in the chain of command.

(k) Military personnel will not walk with a cigarette, cigar, pipe, toothpick or any other object in their mouth and will not consume food or drinks while walking in any uniform. This does not include water bottles or drinking from a hydration system (i.e. Camelbak).

(l) Swimming. Personnel may swim only in authorized swimming areas in appropriate swim attire. Service Members may swim at the US Embassy from 0930-1130 Monday-Thursday for physical training. Service Members are not allowed to swim on Fridays. Males will wear baggy shorts, physical training shorts or swim trunks; females will wear a one piece swim suit, or baggy shorts and the PT top. Speedos and bikinis are prohibited. All attire must be modest. Individuals will have respect for host-nation considerations.

(m) Visible body piercing of any kind are not authorized for military personnel. Female military personnel may wear earrings IAW their service uniform policy.

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(n) When driving tactical or civilian vehicles, service members must be fully licensed and possess a current dispatch for that vehicle.

(o) During hours of limited visibility, all personnel operating a tactical vehicle on the camp will use a ground guide. The use of red, green, blue and white lights is authorized to assist the driver in completing a reverse maneuver. Tactical parking is the preferred method of parking vehicles. Do not park in any unauthorized parking space.

(p) Negligent discharges. Proper weapon clearing procedures should be followed at all time as appropriate. Failure to do so can result in a Negligent Discharge. Negligent discharges of any kind will not be tolerated and may result in disciplinary action under the UCMJ. Loaded weapons are not authorized on compound unless actively performing close protection team duties or otherwise directed; otherwise, all weapons, must be unloaded with magazines properly stowed.

(q) Bunker calls and force protection. Compliance with bunker calls is mandatory. US personnel shall comply with instructions announced over the intercom, or through other applicable systems. After the "All Clear" sign is given, US personnel shall report to their work center for muster with their Accountability Representative/Chain of Command.

(r) Laundry. Personnel assigned to HQ ISAF will not utilize the laundry facilities at the embassy. Personnel assigned to HQ ISAF are to use the camp laundry facility in building 470 under the Camp Reception Center.

(s) The Duck and Cover Bar located at the US Embassy is off limits to all US personnel assigned to HQ ISAF. This action is necessary to protect the health, welfare, and safety of all personnel.

#### **8. Uniform Code of Military Justice.**

(a) Civilians, Soldiers, Sailors, Airmen, and Marines remain subject to the provisions of the Uniform Code of Military Justice while deployed. Violations of these policies will be forwarded to the appropriate command and/or service channel for possible administrative/punitive action under the Uniform Code of Military Justice.

(b) US personnel working in this theater are ambassadors of the United States and represent our country in all that we do. We must be cognizant of this fact and uphold the highest personal and professional standards.

9. **Point of contact:** Questions on the US National Standards for HQ ISAF should be addressed to the office of the ISAF Command Sergeant Major, CSM Thomas R. Capel at DSN 237-9599.



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