



HEADQUARTERS
UNITED STATES FORCES, AFGHANISTAN
KABUL, AFGHANISTAN
APO AE 09356

USFOR-A DCDR-S

26 December 2009

MEMORANDUM FOR All Commanders, Commanding Officers, Officers-in-Charge,
Department of Defense (DoD) Civilian Employees and Their Immediate Supervisors

SUBJECT: U.S. Forces Afghanistan Policy Letter A04-09 - Military Uniform Policy and
Appearance Standards for DoD Civilian Personnel Assigned or Attached to United States
Forces – Afghanistan (USFOR-A)

1. Reference. CENTCOM Regulation 670-1, 21 March 2007; Uniform and Insignia, UNITED STATES CENTRAL COMMAND (USCENTCOM) UNIFORM WEAR
2. Purpose. This policy defines military uniform standards and establishes appearance guidelines for all DoD civilian personnel assigned or attached to U.S. Forces – Afghanistan (USFOR-A).
3. Applicability. This policy applies to all DoD civilian employees assigned or attached to USFOR-A and subordinate activities within the Afghanistan theater of operations.
4. Discussion.

a. Military Uniform. All DoD civilians assigned to Afghanistan are issued some type of military uniform (ABU, ACU or DCU) during pre-deployment processing. Consistent with guidance contained in the above reference and subsequent clarification of that policy's intent, wear of these uniforms is authorized and optional for all DOD civilians assigned or attached to USFOR-A, unless deemed necessary by over-riding operational requirement. The USFOR-A Chief of Staff is delegated authority to determine such necessity for headquarters staff personnel. Individual unit commanders are delegated authority to make that decision for DoD civilians assigned or attached to their respective organizations. The decision to mandate uniform wear may be made on an individual, group, or command-wide basis as dictated by situation or circumstance; but in all cases must be clearly based on operational necessity. It is acknowledged that laundry services available in theater are generally not conducive to proper care and maintenance of civilian clothing, thus the military uniform is often considered the most practical and desirable option. This is most appropriate, considering the theater operating environment.

(1) When the military uniform is worn, it must be clean, neat, in good material condition, and always worn in the manner prescribed by the above reference and pertinent Service directives.

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(2) When worn, the uniform must be complete; including prescribed belt, undershirt and boots. In the absence of other guidance, when the uniform is worn outdoors, the prescribed or authorized cover (hat or cap) shall be considered a required part of that uniform and worn appropriately.

(3) Wearing a combination of civilian attire and uniform items is not appropriate and not authorized. The only exceptions are the standard issue web belt and desert boots. These specific items may be worn with otherwise appropriate civilian attire.

(4) Civilians are not authorized to wear service physical training (PT) uniforms.

b. Civilian Attire. DoD civilians choosing to wear civilian attire in the work place are expected to adhere to a style and level of dress appropriate to a representative of the U.S. government in a foreign, primarily Islamic, country. Dress should always be conservative, clean and in good condition. Dress and grooming standards should logically be based on comfort, productivity, health, safety, and other considerations of the type of position occupied. The following types of clothing are considered inappropriate, and shall not be worn in Afghanistan:

(1) Clothing that exposes chest cleavage, any portion of buttocks, or midriff.

(2) Shorts or short pants of any kind, unless participating in PT.

(3) Sheer, provocative, see-through, sleeveless or strapless garments.

(4) Any garment that could be conceived as offensive in nature (e.g., containing racial slurs, depicting violence, or portraying unlawful or distasteful behavior). This includes derogatory language or pictures.

(5) Shower shoes or flip-flop type foot wear. (Note: These types of shoes are inappropriate for the workplace or elsewhere in public, but may be worn while in private quarters or while transiting to and from shower facilities.)

c. Jewelry and Accessories. Jewelry and other accessories should be conservative in nature and appropriate to the basic attire worn. Health issues and safety standards must always be considered in determining the type of jewelry or accessories worn in a work environment (e.g., necklaces or ties are obvious hazards when operating machinery).

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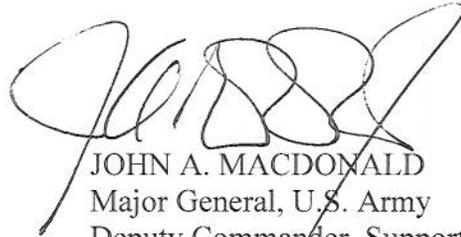
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d. General Appearance. As representatives of the U.S. Department of Defense and the various service components, DoD employees should strive to complement their military counterparts in presenting a neat, clean and professional image at all times; especially in public and in the workplace.

e. Responsibility. Each DoD civilian will bear responsibility for compliance with this policy, and for representing USFOR-A and the U.S. government in a positive manner. As a normal part of their responsibilities, immediate supervisors will monitor compliance with this policy, and address deficiencies when and as appropriate.

5. EFFECTIVE DATE. This policy is effective immediately. All previous policies, same subject, are hereby rescinded and superseded. This policy will remain in effect until cancelled or modified.

6. Point of contact for this policy and for assisting directorates with coordination, if required, is J1/Civilian Human Resources Specialist at DSN 237-4423/4.



JOHN A. MACDONALD
Major General, U.S. Army
Deputy Commander, Support
United States Forces-Afghanistan