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NAVADMIN 162/26

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SUBJ/FACIAL HAIR GROOMING STANDARDS UPDATE//

REF/A/DOC/COMNAVPERSCOM/23AUG21//
REF/B/DOC/BUPERS/8OCT19//
REF/C/DOC/COMNAVPERSCOM/OCT19//

NARR/REF A IS NAVPERS 15665J, U.S. NAVY UNIFORM REGULATIONS.//
REF B IS BUPERSINST 1000.22C, MANAGEMENT AND DISPOSITION OF NAVY PERSONNEL WITH PSEUDOFOLLICULITIS BARBAE (PFB).
REF C IS NAVPERS 1000/1, PSEUDOFOLLICULITIS BARBAE (PFB) TEMPORARY SHAVING WAIVER/TREATMENT REGIMEN.//

RMKS/1. This NAVADMIN announces the update of policy guidance, procedures and allowances regarding facial hair grooming standards per reference (a), criteria for granting temporary shaving waivers, command readiness evaluations, and tracking of Sailors with facial hair standards waivers. The grooming standard update contained in this NAVADMIN apply to active and reserve personnel and is essential to maintaining equipment compatibility, operational readiness, and deployable force posture. This NAVADMIN does not apply to waivers of grooming standards based on a religious accommodation.

2. The operational success of the U.S. Navy demands the readiness of all Sailors. Mission accomplishment hinges on stringent compliance with standards and ensuring implementing policies are clear, unambiguous, and compliant with law and regulation. Grooming standards add to Sailor and mission safety and ensure the safe and proper utilization of protective equipment in all naval environments and operational conditions.

3. To ensure facial hair does not impede personnel safety, mission readiness, or compromise the proper use and effectiveness of protective breathing equipment, the following grooming policy standards updates are effective immediately:

a. All U.S. Navy applicants including reentry candidates must meet grooming standards prior to entering the Navy. Applicants unable to comply will be deferred from accession until standards are met.

b. Personnel in uniform and when performing official duties in civilian clothing will be clean shaven with optional mustaches authorized as provided in reference (a). Commanding officers (COs) may authorize a shaving waiver in accordance with BUPERSINST 1000.22 as part of prescribed medical treatments. Management and support of Sailors requiring medical treatment and facial hair growth accommodation will be as follows:

(1) Commands will place emphasis on medical treatment, education, monitoring, and assistance for Sailors medically diagnosed with conditions

impeding their ability to comply with daily grooming standards and warranting facial hair growth accommodations.

(2) Sailors incurring skin irritation or conditions associated with or resulting from shaving are to report the issue to their supervisor and seek a military medical evaluation and determination of treatment. Personnel diagnosed with skin conditions such as Pseudofolliculitis Barbae (PFB) and for whom a facial hair shaving accommodation is recommended are to ensure medical findings, recommendations, and a medical provider signature are reflected on reference (b). Present reference (b) to command for review and determination of accommodation approval.

(3) Only COs have the authority to grant a medical accommodation for facial hair (shaving waiver) by indicating approval and signature on reference (b). Medical facial hair accommodations may be granted in conjunction with a prescribed medical treatment plan if documented on reference (b). Approved accommodations will limit facial hair growth to 1/4 of an inch as measured from the face outward in accordance with reference (a). Personnel with an approved facial hair accommodation will maintain a copy of reference (b) in their possession during periods of no shaving while in uniform.

(4) Personnel with an approved medical accommodation for facial hair will maintain a copy of the signed reference (b) on their person while in uniform during periods of authorized no shaving and during treatment reviews and updates by the medical care provider and CO or designated command representative.

(5) Personnel with facial hair reporting to new commands will provide reference (b) reflecting current prescribed treatment plan and approved accommodation to their new commanding officer for review and determination of extended approval. A copy of the reference (b) will also be provided to the new medical care provider for review and concurrence or modification.

(6) Personnel reporting for duty at their new command without a current reference (b) reflecting a prescribed medical treatment plan and approved accommodation will be clean shaven. Any incidents of skin irritation associated with shaving should be reported to the appropriate member of the chain of command and medical representative for evaluation, treatment determination, and medical accommodation consideration.

(7) Medical evaluations or re-evaluations and facial hair accommodations will not extend beyond a 12-month period, as measured from the start date of the initial treatment plan, without conducting an evaluation for continued service. Approved medical facial hair accommodations will align with prescribed treatment plans and will not exceed 90 days each with a maximum of four 90-day increments in a 12-month period. Establishing shorter duration treatment plans is at the discretion of the military medical care provider.

4. Administrative separation. Permanent conditions will result in evaluation for administrative separation. Commands shall process personnel determined to have an unmanageable Permanent Condition for administrative separation due to failure to comply with grooming standards after 12 consecutive months of medical treatment. Commands shall follow the guidelines of MILPERSMAN Article 1900-120, Separation by Reason of Convenience of the Government - Medical Conditions not Amounting to a Disability, if the member is not referred to the Disability Evaluation System (DES). Commanding officers shall forward all requests for administrative separation, whether command-initiated or service member-initiated, via the First Flag Officer in the chain of command, to Chief of Naval Personnel for evaluation and adjudication. If the member is referred to the DES follow the

guidance contained in the Department of the Navy Disability Evaluation System SECNAVINST 1850.4F.

a. Administrative separation criteria include:

(1) Member's signed Administrative Remarks (NAVPERS 1070/613) acknowledging awareness of requirement for daily shaving and the possibility of administrative separation if unable to comply and receipt of 12 months of medical treatment and accommodations.

(2) NAVPERS Form 1000/1 reflecting member completed 12 months of medical treatment and remains unable to comply with daily grooming requirements without facial hair accommodation.

(3) Medical Evaluation Board (MEB) determination of unmanageability to attain daily grooming standards equating to a Permanent Condition status.

b. Administrative separations timeline. Administrative separations for grooming compliance failures will not commence until one year after the release date of this NAVADMIN. This time is necessary to provide commands, medical care providers, and leaders ample time to update and distribute local policies, procedures, training aids, educational materials, and conduct counseling to all affected Sailors.

5. Personnel readiness and medical accommodation tracking. Commands will conduct quarterly readiness evaluations of personnel granted medical accommodations for facial hair growth who are assigned to or performing duties in an operational, training, and maintenance environments that may require the use of breathing protection.

Commands will also document and maintain accountability of personnel in receipt of prescribed medical treatment and accommodation for facial hair.

a. Operational commands will conduct and document quarterly personnel training and certification to verify personnel readiness as it pertains to proper fit, functionality, and utilization of breathing masks or respirators as applicable.

b. All commands will track and document personnel with approved medical accommodations for facial hair to ensure effectiveness of treatment and the duration of medical care does not exceed 12 months without evaluating member for continued naval service/administrative separation.

c. Commanders shall address incidents of willful non-compliance with reference (a) as a military justice matter.

6. Operational grooming waivers. Special Operations Force units may request modified standards via validated mission essential requirements; however, all personnel will be clean shaven when deployed to environments with high threat of CBRN attack.

7. Warfighting readiness is predicated on our people. Our Sailors must be competent, professional, and resilient. These are principles that are not only shaped and developed but enforced by Chief Petty Officers. Chiefs set the tone for military bearing and professional conduct. Our standards are non-negotiable. It is the responsibility of the Mess to ensure these standards are enforced and upheld throughout the Fleet and at every level.

8. Maintain a copy of this NAVADMIN until policy changes are reflected in references (a) through (c).

9. Address questions and comments regarding this NAVADMIN to Mr. Robert B. Carroll, OPNAV N13X, at robert.b.carroll13.civ@us.navy.mil or YNCS Marishia Robinson, OPNAV N13X, at marishia.r.robinson.mil@us.navy.mil.

10. Feedback and recommendations regarding Navy uniform and grooming policies are welcomed and can be provided via the MyNavyHR Portal at <https://www.mynavyhr.navy.mil/>, select References, U.S. Navy Uniforms and *Ask The Chiefs.* Feedback can also be provided via the MyNavy UNIFORMS App.

11. Released by Vice Admiral Jeffrey J. Czerewko, N1.//

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