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NAVADMIN 180/26

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SUBJ/UPDATED GUIDANCE ON GROOMING STANDARDS AND RELIGIOUS LIBERTY//

REF/A/MEMO/SECWAR/11MAR26//
REF/B/MEMO/SECWAR/30SEP25//
REF/C/DOC/BUPERS/9JUN26//
REF/D/DOC/SECNAV/30JUN26//
REF/E/DOC/CNO/10JUN26//
REF/F/DOC/CNO/07JUL26//
REF/G/DOC/COMNAVPERSCOM/JUL26//
REF/H/DOC/COMNAVPERSCOM/NOV18//

NARR/REF A IS SECRETARY OF WAR MEMORANDUM, GUIDANCE ON GROOMING STANDARDS FOR FACIAL HAIR AND RELIGIOUS LIBERTY.

REF B IS SECRETARY OF WAR MEMORANDUM, GROOMING STANDARDS FOR FACIAL HAIR IMPLEMENTATION.

REF C IS BUPERSINST 1730.11B, ACCOMMODATION OF RELIGIOUS PRACTICES.

REF D IS SECNAVINST 1730.13, RELIGIOUS LIBERTY IN THE DEPARTMENT OF THE NAVY.

REF E IS NAVADMIN 140/26, UPDATED GUIDANCE ON GROOMING STANDARDS AND RELIGIOUS LIBERTY.

REF F IS NAVADMIN 162/26, FACIAL HAIR GROOMING STANDARDS UPDATE.

REF G IS NAVPERS 1000/1 TEMPORARY SHAVING WAIVER AND TREATMENT REGIMEN.

REF H IS MILPERSMAN ARTICLE 1900-120, SEPARATION BY REASON OF CONVENIENCE OF THE GOVERNMENT-MEDICAL CONDITIONS NOT AMOUNTING TO A DISABILITY.//

RMKS/1. This NAVADMIN announces updated policy guidance to facial hair grooming requirements and standards for religious and medical accommodations.

2. Religious Accommodation for Facial Hair Update. Based on references (a) and (b), all previously-approved and pending religious accommodation (RA) requests for waiver of grooming standards for facial hair must be resubmitted and reevaluated.

References (c) through (e) provided implementing guidance.

a. Sailors with previously-approved facial hair RAs whose updated request has not been received by BUPERS-3 as of the release of this NAVADMIN are hereby notified that their previously- approved RA will be processed for rescission.

b. Unapproved facial hair RA requests submitted prior to publication of reference (e) will not be processed and will be administratively closed.

c. Required Action

(1) Commands shall immediately notify all affected personnel of the requirements of paragraphs 2.a and 2.b of this NAVADMIN.

(2) Commands must advise Sailors who require RA in accordance with their sincerely held beliefs of requirements to submit requests in accordance with references (a) through (e).

(3) Commands shall report completion of these notifications to BUPERS-3 via email at usn.washington.dcnon1.mbx.n1-religious-accommodations@us.navy.mil, including identification of Sailors with previously-approved facial hair RAs whose updated requests have not been received by the command.

(4) For Sailors who have failed to submit an updated compliant RA request, Commanding Officers (CO) have until 7 August 2026 to submit to BUPERS-3 via email at usn.washington.dcnon1.mbx.n1-religious-accommodations@us.navy.mil the following information:

(a) Sailor's name, rate or rank, and Electronic Data Interchange Personnel Identifier (EDIPI)

(b) Current Command

(c) Date of previously approved RA, if known

(5) Commands shall notify BUPERS-3 of any Sailors unable to comply with the prescribed timeline because of deployment, temporary additional duty, hospitalization, or other exceptional circumstances. Such notifications include the Sailor's name, rank or rate, current command, the status of the Sailor's facial hair RA request (i.e., previously approved or pending prior to the policy change), the reason for the delay, and the anticipated date of submission.

3. Medical Accommodation for Facial Hair Update. The following information is an update to the guidance provided in reference (f) as it pertains to medical accommodation for facial hair management, treatment plans, accountability and reporting:

a. Personnel diagnosed with skin conditions such as Pseudofolliculitis Barbae (PFB) and for whom a shaving waiver is recommended are to ensure medical findings, recommendations, and medical provider signature and date are reflected on reference (g).

Diagnosed members are to present reference (g) to the CO or designated representative for determination of accommodation approval, signature, and date. Upon receipt of CO's accommodation determination and annotation on reference (g), members shall provide copy to medical care provider to update medical record denoting CO's endorsement and date of signature. A copy of reference (g) is available via

<https://www.mynavyhr.navy.mil/References/Forms/NAVPERS/> or <https://dso.dla.mil/DSF/SmartStore.aspx#!/CategoryHome/244>

b. Only COs have the authority to grant a shaving waiver. Shaving waivers shall be aligned with the duration of prescribed medical treatment plan unless operational requirements warrant interruption. Treatment and accommodation will continue when operational conditions are supported. The duration of treatment plans will be determined by the medical care provider but may not exceed 90 days at a time. Four consecutive periods of 90 day approved waivers constitute 12 months of consecutive treatment. In accordance with reference (b), consideration for administrative separation will begin 30 September 2026 for qualifying members.

c. Personnel with an approved medical facial hair accommodation will maintain a copy of the signed reference (g) in their possession while in uniform during periods of no shaving, associated medical appointments, and interviews with the CO or designated command representative.

d. Treatment plans will consist of medical evaluations and re-evaluations, and CO endorsed facial hair accommodation will not extend beyond 12 consecutive months. Medical care providers will ensure medical records

are properly annotated to reflect diagnoses, treatment plan duration, and date of shaving accommodation approval.

Upon reaching six total months of continuous treatment requiring a modification to the grooming or uniform standards, commanders will conduct an initial counseling. Personnel exceeding 12 months of treatment without attaining the ability to shave daily will be evaluated for continued naval service following the guidance in reference (h). The 12-month period shall be calculated starting from the date of the CO's signature on reference (g). Evaluations for continued naval service will include a Medical Evaluation Board scheduled by the medical care provider.

e. Monitoring, Tracking and Reporting Accommodations. Commands are directed to document and maintain accountability of personnel in receipt of a prescribed medical treatment plan with CO approved accommodation for facial hair. Commands will forward a Facial Hair Accommodation Accountability Report using Excel Spreadsheet by the 15th of each month, commencing August 2026, to Forcedmed.waiver@us.navy.mil. Facial Hair Accommodation Accountability Reports will reflect the existing status of active medical facial hair accommodations. The following information is required to be reported for each impacted member:

- (1) Column A: EDIPI (DOD ID#s).
- (2) Column B: Date CO Signed NAVPERS 1000/1 Waiver (start date X/XX/2026).
- (3) Column C: Waiver Expiration Date (treatment/waiver end date X/XX/2026).

4. Points of contact for Navy religious grooming accommodations policy are the BUPERS-3 Religious Accommodation Policy Team (RAPT), which can be reached at usn.washington.dcn0n1.mbx.n1-religious-accommodations@us.navy.mil. Additional information, submission instructions, and required enclosures are available on MyNavy HR. Point of contact for grooming standards and medical accommodation for facial hair is 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.

5. This NAVADMIN will remain in effect until superseded or canceled, whichever occurs first.

6. Released by Vice Admiral Jeffrey J. Czerewko, Chief of Naval Personnel.//

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