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ROUTINE

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ALNAVRESFOR 019/26

MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA-/JUL//

SUBJ/ENFORCEMENT OF GROOMING STANDARDS AND WAIVER ACCOUNTABILITY//

REF/A/MSG/CNO WASHINGTON DC/072120ZJUL26//

REF/B/MEMO/SECWAR/30SEP25//

REF/C/DOC/BUPERS/09JUN26//

REF/D/MSG/CNO WASHINGTON DC/101413ZJUN26//

REF/E/MEMO/SECWAR/11MAR26//

REF/F/MSG/CNO WASHINGTON DC/222018ZZJUN26//

REF/G/DOC/BUPERS/8OCT19//

NARR/REF A IS NAVADMIN 162/26, FACIAL HAIR GROOMING STANDARDS UPDATE. REF B IS SECWAR MEMORANDUM, GROOMING STANDARDS FOR FACIAL HAIR IMPLEMENTATION. REF C IS BUPERSINST 1730.11B, ACCOMMODATION OF RELIGIOUS PRACTICES. REF D IS NAVADMIN 140/26, UPDATED GUIDANCE ON GROOMING STANDARDS AND RELIGIOUS LIBERTY. REF E IS SECWAR MEMORANDUM, GUIDANCE ON GROOMING STANDARDS FOR FACIAL HAIR AND

RELIGIOUS LIBERTY. REF F IS NAVADMIN 149/26, CHAPLAIN ACCESS AND SUPPORT FOR RELIGIOUS ACCOMMODATION PROCESSING. REF G IS BUPERS INSTRUCTION 1000.22C, MANAGEMENT OF NAVY UNIFORMED PERSONNEL DIAGNOSED WITH PSEUDOFOLLICULITIS BARBAE.

GENTEXT/REMARKS/1. (U) Enforcement of and adherence to grooming standards directly reflect unit discipline and readiness. Sailors must meet standard grooming regulations, hold an approved religious accommodation, or possess an authorized medical waiver. Deviation from these standards is not otherwise permitted.

2. (U) COMMANDER'S INTENT. Ensure the entire Navy Reserve Force strictly adheres to established grooming standards. Per reference (A), personnel will be clean shaven, with optional mustaches, when in uniform and when performing official duties in civilian clothing. Every Sailor shall either meet the standard, hold a valid and documented religious accommodation, or possess a valid and documented medical waiver. This requires an immediate round-turn on grooming standards to eliminate unauthorized exceptions. To achieve this intent, immediate action and strict compliance are required by all echelons and personnel assigned tasks below.

3. (U) POLICY/PROCEDURE OVERVIEW.

3.A. Commanding Officers remain the approving authority for all grooming standard waivers, whether for medical or religious accommodation reasons.

3.B. Per reference (A), Sailors experiencing shaving-related skin irritation must report it to their supervisor and seek medical evaluation. Medical grooming waivers require an active treatment plan aimed at restoring shaving capability and are limited to four 90-day increments in a 12-month period. Shorter treatment plans are allowed at medical provider discretion.

3.C. Facial hair under a medical waiver is strictly limited to 1/4 inch.

3.D. Personnel with an approved medical waiver of grooming standards will maintain a copy of the signed waiver, NAVPERS 1000/1, on their person.

3.E. Permanent conditions will result in evaluation for administrative separation. Any service member who is determined to have an unmanageable permanent condition will be processed for separation due to failure to comply with grooming standards after 12 consecutive months of medical treatment.

3.F. Administrative separation processing requires: 1) a signed NAVPERS 1070/613 (Page 13) acknowledging daily shaving requirements, potential separation, and the 12-month treatment window; 2) a NAVPERS 1000/1 confirming the member completed 12 months of medical treatment but remains unable to comply; and 3) medical evaluation board determination of unmanageability to attain daily grooming standards equating to a Permanent Condition

status, if applicable.

3.G. Administrative separations for grooming failures will not be initiated until one year after the release of reference (A).

3.H. Beards maintained for religious accommodation must adhere to established policy in paragraph 6.c(6) of reference (C).

3.I. An approved religious accommodation does not exempt a Sailor from performing all duties or from operational requirements, nor from maintaining a professional appearance.

3.J. All currently approved and pending religious accommodation requests for facial hair must be resubmitted for re-evaluation under the strict timelines established IAW references (A), (C), and (D). These timelines are summarized in paragraph 9 of this message.

4. (U) ISICS SHALL:

4.A. Ensure all subordinate Commanding Officers fully understand and are actively enforcing current grooming standards per references (A) through (G).

4.B. Inspect what you expect: Incorporate grooming standard compliance and waiver accountability into readiness assessments and unit-level inspections.

5. (U) COMMANDING OFFICERS SHALL:

5.A. Execute an immediate review of all personnel with facial hair. Verify all personnel currently holding an approved waiver, ensure strict adherence to the limits of those waivers, and immediately correct any non-compliance.

5.B. Incorporate grooming standard compliance and waiver accountability into local command indoctrination and training.

5.C. Ensure all grooming waivers and religious accommodations are tracked rigorously at the local command level.

5.D. Enforce the limits. Ensure all unit members adhere to the standards detailed in paragraph 3 of this message.

5.E. Conduct quarterly readiness evaluations of all personnel with medical waivers of grooming standards who are assigned to duties requiring breathing protection, while maintaining strict local accountability and documentation of all active medical treatments and accommodations.

5.F. Address incidents of willful non-compliance as a military justice matter.

6. (U) COMMAND MEDICAL DEPARTMENT REPRESENTATIVES SHALL:

6.A. Audit all current medical waivers (e.g., Pseudofolliculitis Barbae). Ensure medical waivers adhere to the standards described

in paragraph 3 of this message (unless superseded by further guidance).

6.B. Identify any Sailor approaching or who has exceeded the 12-month consecutive waiver limit and notify the command to initiate the mandatory evaluation for continued Naval service as required by reference (G).

7. (U) COMMAND CHAPLAINS SHALL:

7.A. Assist commanding officers in the review of current religious accommodations and complete chaplain portion of updated religious accommodation requests, as necessary, in accordance with references (C) and (F).

7.B. Support and advise commanding officers and Sailors according to reference (C), emphasizing that consultation for religious accommodation requests is not privileged or confidential communication.

8. (U) RELIGIOUS ACCOMMODATION REQUEST TIMELINE

8.A. SAILOR ACTION. Sailors have 10 business days from when they were notified of the new religious accommodation policy to provide notice to their command of their intent to submit an updated religious accommodation request. Drilling reservists must provide this notice to the Navy Reserve Activity where their TRUIC resides.

8.B. COMMAND ACTION. Upon submission of a Sailor's updated request, commands have 30 days to evaluate, process, and forward the updated package for final adjudication.

9. (U) CHAPLAIN SUPPORT

9.A. Recognizing the unique challenges of identifying chaplain support across the Navy Reserve Force, chaplain support can be sought via the following means to assist and advise Navy Reserve Commanders and Sailors: local area Active Duty or Reserve chaplains; drilling Reserve chaplains assigned to a Navy Reserve Activity (TRUIC) or operational unit; or 24/7 CNRFC Duty Chaplain Hotline (948-223-6490).

9.B. For assistance in locating chaplain support, contact the CNRFC Force Chaplains Office (N01G) at CNRFC_N01G_distro@us.navy.mil.

10. (U) You have earned your demanding leadership positions due to your ability to translate Commander's intent into decisive action. Thank you for your leadership. Proud to serve alongside you all. 'Rah!

11. (U) Released by RADM L. A. Frost, Deputy Commander, Navy Reserve Force//

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