EIGHTH ARMY

Blue Book

APO AP, 96205
01 APRIL 2016

Standards are the foundation of everything we do in the Army, and this Blue Book will provide you with a comprehensive guide of the standards that every Soldier, regardless of rank, must uphold. All Soldiers and leaders have an affirmative duty to understand these standards and enforce them so we may continue to honor the legacy of Eighth Army and perpetuate its proud lineage and heritage.

In addition to standards, there are four priorities that serve as the core of everything we do so we are ready to succeed in our mission and "Fight Tonight." They are: Readiness, Teamwork, Leadership, and Discipline.

READINESS - Being ready to "Fight Tonight" is the way of life here. It is the reason we are stationed on the Korean Peninsula and what we do as Soldiers. Everything we do must be focused on readiness as well as improving it because, should deterrence fail, we must be ready to engage in combat operations with little or no warning. In order to improve our readiness, we must train on warrior tasks and battle drills that are realistic, tough, and combat focused. We must also be fit to fight by ensuring we are physically, mentally, and morally ready for anything.

TEAMWORK - Teamwork is a fundamental component of who we are as professional Soldiers. Inherent in teamwork is the trust we must have with our fellow Soldiers every day. We must continually work towards developing a cohesive and motivated team who will be proud to uphold the standards of our units and the institution of the Army. Failure to do so will result in a breakdown of our cohesion and it is something we cannot afford; this breakdown will inhibit and prevent us from being ready to "Fight Tonight."

LEADERSHIP - As members of the profession of arms, leadership is at the very core of everything we do. As leaders, we must be role models for our Nation and Army. As such, we have a duty to uphold the legacy of service as stewards of our institution. Part of our stewardship is the duty to develop Soldiers, Noncommissioned Officers, and Officers who will lead our Army and Nation into the future. Consequently, they have an unqualified right to this leadership and development. This allows us to teach them about character development, instill the Army values, and prepare them for future challenges. We must always lead by example and take the time to know our subordinates, counsel them, and mentor them; teaching them to always live up to the standards and do the harder right.

DISCIPLINE - No other profession holds discipline as important as the military. A lack of discipline can result in Soldiers needlessly getting killed on both the battlefield and in garrison. On the Korean Peninsula, a lack of discipline impacts not only the Soldier, but also the U.S., and the Alliance. One act of indiscipline can damage our Alliance, and harm our friendship with the Korean people. To prevent this, we must have the discipline to live the Army values 24/7. As leaders, we must not tolerate any acts of indiscipline and violation of standards and must take action when we see this.

This Bluebook along, with my four priorities and the imperatives within, will provide you with the foundation to be successful in Eighth Army and honor the proud heritage of the U.S. Army and Nation.

RICHARD E. MERRITT
CSM, USA
Command Sergeant Major

THOMAS S. VANDAL
Lieutenant General, USA
Commanding

Eighth Army Blue Book

Personnel – General

Standards

Headquarters, Eighth Army
APO AP, 96205
01 April 2016

SUMMARY of CHANGE

Eighth Army Blue Book
Standards

This administrative revision, dated 01 April 2016 --

- Clarified applicability of policy on other installations (para 1-2).
- Added responsibilities for leaders and Soldiers (para 1-3).
- Addresses the wear of the female Soldier hair when conducting physical readiness training (para 3-1b(3), para 6-2e).
- Clarifies the use of permanent make up for females (para 3-1c).
- Clarifies ring tattoos (para 3-2a(3)).
- Prohibits Soldiers from cover up tattoos and brands (para 3-2b).
- Clarifies Commanders duty to check annually for tattoos and brands (para 3-2c).
- Clarifies Commanders reference regarding tattoo policy (para 3-2d).
- Prohibits the usage of headsets/headphones, earphone/earpieces, Bluetooth and listening devices when in uniform (para 3-6).
- Added additional guidance on proper wear of ball caps (para 4-2).
- Adds travel attire guidelines (para 4-4).
- Clarifies the wear and appearance of the ACU uniform (para 5-1).
- Clarifies the wear of the black beret during ceremonies (para 5-2a).
- Removed reference to coyote fleece cap (para 5-2c)
- Clarifies the wear of the green fleece and black fleece cold weather caps (5-2c).
- Removes the prescribed temperature for wear of the cold weather uniform (para 5-3).
- Clarifies the proper wear of the rank insignias for all Officer, NCO, and junior enlisted Soldier on the black all-weather coat (para 5-3e).
- Addresses the usage of bags when in uniform (para 5-4b).
- Changes for wear of the neck gaiter (para 5-4c).

- Clarifies the usage and requirement of the safety reflective belt (SRB) (para 6-2i).
- Added curfew guidance from Eighth Army Policy Letter #22, General Order Off-Installation Curfew (para 9-7).
- Updates Ration Control criteria (para 9-12).
- Updates roles and responsibilities of leaders within the barracks (para 10-3).
- Added SHARP website resources (para 11-3).
- Clarifies violation of behavior on Social media platforms that is within in Uniform Code of Military Justice (para 12-1b(6)).
- Added Commanders' Sexual Assault Victim Assistance Checklist (Appendix B).

Headquarters
Eighth Army
APO AP, 96205
01 April 2016

Eighth Army Blue Book

Effective 01 April 2016

Personnel–General

Standards

By Order of the Eighth Army Commanding General:

THOMAS S. VANDAL
Lieutenant General, United States Army, Commanding General

Official:

MATTHEW L. EICHBURG
Colonel, GS
Chief of Staff

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Summary. This pamphlet provides information in order to educate and inform service members on standards for appearance, personal conduct, and other areas of interest to the command.

Applicability. This pamphlet applies to all Major Subordinate Commands of Eighth Army as well as all Soldiers and units assigned, attached, OPCON, and ADCON, where the Commanding General exercises authority as the Senior Mission Commander.

Proponent and Exception Authority. The proponent for this pamphlet is the Eighth Army Command Sergeant Major. The exception authority does not apply to this publication.

Distribution. This publication is electronically available through the following Eighth Army website: http://8tharmy.korea.army.mil

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CHAPTER 1. INTRODUCTION

1-1. Purpose. The intent and purpose of this Blue Book (*hereinafter* "pamphlet") is to educate and instill upon all service members of Eighth Army the basic standards for individual discipline, appearance, conduct, and military courtesy as established by Army Regulations and policies. All United States service members of Major Subordinate Commands of Eighth Army as well as all Soldiers and units assigned, attached, OPCON, and ADCON, where the Commanding General exercises authority as the Senior Mission Commander shall adhere to these standards while serving in Eighth Army both on and off-duty.

1-2. Applicability. This pamphlet applies to all service members of Major Subordinate Commands of Eighth Army as well as all Soldiers and units assigned, attached, OPCON, and ADCON, where the Commanding General exercises authority as the Senior Mission Commander. Service members who reside on other installations shall comply with the Eighth Army standards, unless the host installation standards and policies are more restrictive.

1-3. Responsibilities. Commanders and leaders shall ensure Soldiers present a neat appearance at all times and conduct themselves with the level of professionalism accorded to one who took a sacred oath to serve our Army and the Nation, both on and off-duty. Soldiers shall take pride in their appearance and conduct themselves properly at all times. Leaders have the duty to read, understand, and enforce all mandates within this pamphlet as well as ensuring they brief their Soldiers on its contents. Leaders shall ensure all Soldiers receive a copy of this pamphlet, and carry it on their person while in uniform. In the alternative, Soldiers may carry a digital copy on a smart phone, however, this does not relief leaders of the duty to ensure Soldiers possess it.

1-4. Authority. Portions of this pamphlet are punitive. Violation of the specific prohibitions and requirements of specific portions by Soldiers may result in adverse administrative action and/or charges under the provisions of the Uniform Code of Military Justice (UCMJ).

1-5. References. The following references were used in the creation of this pamphlet. Future changes in Army policy and regulations shall supersede in case of conflict except in those instances the Commanding General deems the policies contained herein are necessary in order to maintain good order and discipline as well as the health, welfare, and safety of service members.

a. AR 190-5, Motor Vehicle Traffic Supervision, 22 May 2006.

b. AR 190-13, The Army Physical Security Program, 25 February 2011.

c. AR 600–9, The Army Body Composition Program, 28 June 2013.

d. AR 600–20, Army Command Policy, 6 November 2014.

e. AR 600-25, Salutes, Honors, and Visits of Courtesy, 24 September 2004.

f. AR 670–1, Wear and Appearance of Army Uniforms and Insignia, 10 April 2015.

g. DA PAM 670-1, Guide to the Wear and Appearance of Army Uniforms and Insignia, 1 July 2015.

h. FM 3-22.9, Rifle Marksmanship M16-/M4-Series Weapons,12 AUG 2008, w/ C1 10 February 11.

i. FM 3-21.5, Drill and Ceremony, 7 July 2003.

j. FM 7-22, Army Physical Readiness Training, 3 May 2013.

k. USFK Regulation 600-8-10, Leaves and Passes, 19 December 2011.

l. AK Regulation 350-1, Eighth Army Training and Leader Development, 15 January 2013.

m. AK Regulation 530-1, Operations Security (OPSEC), 09 January 2010.

n. AK Regulation 600-5, Training and Development, 17 December 1987

o. Eighth Army "Fitness Forum"- http://8tharmy.korea.army.mil/site/eighth-army-spotlight/fitness-forum.asp

p. Eighth Army Policy Letters #1-23

CHAPTER 2. MISSION AND HISTORY

2-1. Eighth Army Mission. Eighth Army supports United Nations Command (UNC)/Combined Forces Command (CFC)/United States Forces Korea (USFK) efforts to deter North Korean (nK) aggression. On order, Eighth Army conducts Noncombatant Evacuation Operations (NEO) and Reception, Staging, Onward Movement, and Integration (RSO&I) to set conditions for offensive operations.

2-2. History of Eighth Army. Eighth Army was officially activated at Memphis, Tennessee, on 10 June 1944 and soon thereafter, it deployed to the Southwest Pacific Area. Under the command of LTG Robert L. Eichelberger, Eighth Army methodically eliminated the last fanatical enemy resistance remaining on New Guinea and New Britain. From 26 December 1944 until 15 August 1945, Eighth Army was actively engaged in the re-conquest of the Philippines – the largest joint campaign of the War in the Pacific. Collectively, the five "Victor" operations launched by Eighth Army would result in the liberation of the southern and central portions of the Philippine Archipelago – fully two-thirds of the land area of the Philippines. From 19 February to 3 April 1945, Eighth Army units (ranging from company-size teams to division-level task forces) conducted fourteen major amphibious assaults and twenty-four minor landings. During this 44-day period, Eighth Army averaged an assault landing every day and a half. Subsequently, it earned the nickname "Amphibious Eighth" – alluding to its participation in more than sixty amphibious assaults during World War II.

While combat operations were still on-going in the Philippines, Eighth Army simultaneously began preparations for Operation Downfall – the invasion of Japan. However, with the sudden surrender of the Japanese Empire on 15 August 1945, Eighth Army's mission transitioned from one of conquest to one of occupation and it was the "Amphibious Eighth" that led the Army of Occupation into Japan. On 31 December 1945, Sixth Army was relieved of occupation duties and Eighth Army assumed an expanded role in the occupation, which encompassed the formidable tasks of disarmament, demilitarization, and democratization. These missions were flawlessly executed at the operational level by Eighth Army and it was the military occupation of Japan that ensured the economic recovery and political democratization of that island nation. With the outbreak of hostilities in Korea on 25 June 1950, Eighth Army would face another major challenge.

Due to the tactical situation that existed during the first six weeks of the Korean War, ROK and US ground forces were compelled to conduct an economy of force mission. Inherently risky and difficult to execute under the best of circumstances, a series of delays and withdrawals defined the ROK-US effort in the early stages of the Korean War. Running out of space to trade for time, Lieutenant General Walton H. Walker (Commanding General, Eighth Army) ordered his command to withdraw behind the Nakdong River and establish a defensive posture oriented on terrain retention. On 1 August 1950, a defensive perimeter (labeled by journalists as the "Pusan Perimeter") was organized. The successful defense of the Pusan Perimeter represented a defining moment in the Korean War; it set the stage for the UN Offensive.

The breakout from the Pusan Perimeter, in concert with the amphibious assault at Inchon on 15 September 1950, resulted in the collapse of the entire North Korean People's Army. For all practical purposes, the NKPA had been defeated and any hope of continuing the war with North Korean forces alone was a concept wholly without merit. By 1 October 1950, Eighth Army reached the 38th parallel and on 9 October, it began its main advance across this border – spearheaded by the 1st Cavalry Division and the 1st ROK Division. On 19 October, these two divisions captured the North Korean capital of Pyongyang and on 24 November 1950, Eighth

Army began its so-called “end-of-the-war offensive.” Final victory seemed imminent, but the situation would change with devastating suddenness.

On 25 November, the full-scale intervention of the Chinese People’s Volunteer Army changed the entire complexity of the war and forced Eighth Army and X Corps (which were operating independently of each other at that time) to transition to the defense. With the advantage of surprise and numerical superiority, the CPVA launched multiple synchronized attacks that ultimately expelled friendly forces from North Korea and on 4 January 1951, Seoul would change hands for the third time within a six-month period. Before it could organize an effective line of defense, Eighth Army had withdrawn a total of 275 miles (which qualifies as the longest retreat in US military history). Subsequently, the “myth of the millions of Chinese in Korea” was widely circulated among the rank and file and rumors of vacating the peninsula were rampant.

By mid-January 1951, Eighth Army (now under the command of Lieutenant General Matthew B. Ridgway) launched a series of highly successful limited objective attacks. With emphasis on lateral security, these operations were “force oriented” as opposed to “terrain oriented.” Any ground that was taken was incidental to closing with and destroying the enemy. On 15 March 1951, Seoul was recaptured for the fourth and last time during the course of the war. By the end of the month, Eighth Army reached the 38th parallel and three weeks later, established strong defensive positions twenty miles beyond (in most sectors of the main line of resistance). By the spring of 1951, both opposing forces had concluded that the issue of achieving a decisive military victory was no longer a viable option as neither side wanted to expand the scope and scale of the conflict.

However, the Chinese Communists were determined to launch one last major effort to capture Seoul. Once this was achieved, they would advocate a cease-fire. With the capital of South Korea in their hands, the Communists would be in an enviable position to negotiate an armistice favorable to their own terms. The Fifth Phase Chinese Offensive (22 April - 8 July 1951) qualified as the largest ground action of the Korean War. During this two-phased campaign, the Chinese People’s Volunteer Army failed miserably to achieve its primary objective and sustained catastrophic losses in the process. By the summer of 1951, the situation on the ground had developed into a holding action. Thus, it seemed mutually advantageous for the belligerents to initiate negotiations and to transfer a stalemated military situation to the conference table.

The history of the Korean War truce talks began on 10 July 1951 and after two years of intricate, verbose and exasperating dialogue, an armistice was finally consummated on 27 July 1953 – formally suspending full-scale hostilities on the peninsula. As the post-Armistice period began, Eighth Army assisted the Republic of Korea in relief and rehabilitation efforts and it continues to play a significant role in the common defense of South Korea. Today, there is no evidence to suggest that North Korea has abandoned its option of unifying the peninsula by force of arms.

To enhance and sustain mission accomplishment, the force structure of Eighth Army has transformed multiple times since its establishment. During World War II, it fought in the Pacific Theater of Operations as a field army. In the immediate post-World War II era, Eighth Army served in Japan as an Army of Occupation. During the Korea War, Eighth army served as both a field army and theater army and throughout the preponderance of the Cold War, it remained primarily a theater army. On 20 November 1954, it was merged with US Army Forces Far East (AFFE) as the major Army command in the region. On 1 July 1957, AFFE was discontinued and United States Forces Korea was officially activated; thus, Eighth Army was consolidated with USFK and the United Nations Command with headquarters in Seoul. This tri-command headquarters was commanded by General George H. Decker.

On 7 November 1978, General John W. Vessey, Jr. assumed command of the newly established ROK-US Combined Forces Command, while serving concurrently as the Commander of UNC and USFK and as the Commanding General, Eighth Army. On 1 December 1992, Eighth Army reverted to a three-star command billet and was separated from UNC/USFK/CFC. On 13 March 1998, Eighth Army was designated as the Army Service Component Command for USFK. This status was discontinued on 23 January 2012 when Eighth Army was re-designated as an operational-level Field Army Headquarters. Currently, the command is in the final stages of another major transformation and in the near future, Eighth Army will transfer its Headquarters to Camp Humphreys.

Until an effective and enduring mechanism is secured which will guarantee a lasting peace in the “Land of the Morning Calm,” Eighth Army’s mission will remain the same: To deter North Korean aggression against the Republic of Korea and to prevent a renewal of hostilities. Should deterrence fail, Eighth Army will defeat in detail any external threat directed against South Korea.

2-3. Eighth Army Insignia.

a. **Shoulder Sleeve Insignia**.

Description/Blazon: On a red octagon 2 1/4 inches in width and height with each side 1 inch in length, a white cross pattee throughout saltirewise with rounded corners, all within a 1/8 inch red border. The overall dimensions are 2 3/8 inches in width and height.

Symbolism: Red and white are the colors used to distinguish the flags of Armies. The white cross pattee divides the octagon into eight areas representing the numerical designation of the Army.

Background: The insignia was approved on 10 May 1944.

b. **Distinctive Unit Insignia**.

Description/Blazon: A silver color metal and enamel device 1 3/16 inches in height overall consisting of a rectangular shield divided per fess argent and red arched at top and bottom superimposed by the organizational shoulder sleeve insignia (on a red octagon a white cross pattee throughout saltirewise). All above a silver motto scroll doubled and lined scarlet and inscribed "PACIFIC VICTORS" in scarlet letters.

Symbolism: The basic design was suggested by the authorized shoulder sleeve insignia for the Eighth United States Army. The shield is divided horizontally white and scarlet in the same pattern as the flags for United States Armies. The motto "Pacific Victors" alludes to the Eighth Army's campaigns and operations in the Pacific Area, and service during World War II and the Korean War.

Background: The insignia was approved on 2 Oct 69.

2-4. Eighth Army Lineage and Honors.

a. **Lineage**. Eighth Army was constituted on 02 June 1944 by the Army of the United States as Headquarters, Eighth Army. It was activated on 10 June 1944 at Memphis, Tennessee and allotted to the Regular Army on 20 July 1951. It was then re-organized and re-designated on 01 December 1967 as Headquarters and Headquarters Company, Eighth Army.

b. **Campaign Participation Credit**.

World War II

Korean War

c. **Unit Citations and Decorations**.

Philippine Presidential Unit Citation

The Philippine Republic Presidential Unit Citation ribbon is authorized for permanent wear only. The eligibility requirements for permanent wear require service within the organization during the period in which the Philippine Presidential Unit Citation was awarded (1944-1945). It is not authorized for temporary wear and no Soldier may wear it while serving in Eighth Army unless they served in Eighth Army when it was initially awarded in 1944-1945.

Republic of Korea Presidential Unit Citation

The Republic of Korea Presidential Unit Citation ribbon is authorized for permanent wear by personnel assigned to the organization during the period was awarded and recognized by the Department of the Army (1950-1953). However, temporary wear is authorized for all personnel currently serving in Eighth Army to honor the legacy of Eighth Army and perpetuate its proud lineage and heritage.

2-5. Former Eighth Army Commanders.

LTG Robert L. Eichelberger	September 1944 – September 1948
LTG Walton H. Walker	September 1948 – December 1950
GEN Matthew B. Ridgway	December 1950 – April 1951
GEN James A. VanFleet	December 1951 – February 1953
GEN Maxwell D. Taylor	February 1953 – April 1955
GEN Lyman L. Lemnitzer	April 1955 – June 1955
GEN Isaac D. White	July 1955 – July 1957
GEN George H. Decker	July 1957 – June 1959
GEN Carter B. Magruder	July 1959 – July 1961
GEN Guy S. Meloy Jr.	July 1961 – July 1963
GEN Hamilton H. Howze	August 1963 – June 1965
GEN Dwight E. Beach	July 1965 – August 1966
GEN Charles H. Bonesteel	September 1966 – September 1969
GEN John H. Michaelis	September 1969 – August 1972
GEN Donald V. Bennett	August 1972 – July 1973
GEN Richard G. Stilwell	August 1973 – October 1976
GEN John W. Vessey	October 1976 – July 1979
GEN John A. Wickham Jr.	July 1979 – June 1982
GEN Robert W. Sennewald	June 1982 – June 1984
GEN William J. Livsey	June 1984 – June 1987
GEN Louis C. Menetrey Jr.	June 1987 – June 1990
GEN Robert W. Riscassi	June 1990 – November 1992
LTG William W. Crouch	December 1992 – October 1994
LTG Richard F. Timmons	October 1994 – July 1997
LTG Randolph W. House	August 1997 – September 1998
LTG Daniel J. Petrosky	September 1998 – September 2000
LTG Daniel R. Zanini	September 2000 – November 2002

LTG Charles C. Campbell	November 2002 – April 2006
LTG David P. Valcourt	April 2006 – February 2008
LTG Joseph F. Fil	February 2008 – November 2010
LTG John D. Johnson	November 2010 – July 2013
LTG Bernard S. Champoux	June 2013 – February 2016
LTG Thomas S. Vandal	February 2016 – Present

2-6. Former Eighth Army Command Sergeants Major

**Prior to 1968, the rank and position of CSM did not exist prior to this.*

CSM Ivan R. Steele	February 1968 – June 1968
CSM Theodore S. Richards	June 1968 – June 1969
CSM William A. Craig	June 1969 – July 1971
CSM Farrell G. Graham	July 1971 – October 1972
CSM D. H. Worley	October 1972 – September 1973
CSM D. Perrody	September 1973 – June 1977
CSM William B. Tapp	June 1977 – August 1980
CSM Richard, Martain	August 1980 – August 1983
CSM Larry J. Hampton	August 1983 – August 1985
CSM Julius W. Gates	August 1985 – June 1987
CSM Ralph L. Phillips	June 1987 – June 1989
CSM Samuel G. Smith	June 1989 – June 1990
CSM John W. Gillis	June 1990 – August 1993
CSM Andrew McFowler	August 1993 – December 1995
CSM Donald E. Thomas	December 1995 – October 1998
CSM Henry R. Vance III	October 1998 – July 2000
CSM Benjamin C. Palacios	July 2000 – May 2003
CSM Troy J. Welch	May 2003 – May 2005
CSM Barry C. Wheeler	May 2005 – February 2008
CSM Robert A. Winzenried	February 2008 – July 2011
CSM Rodney D. Harris	July 2011 – July 2013
CSM Ray A. Devens	July 2013 – January 2015
CSM Richard E. Merritt	June 2015 – Present

CHAPTER 3. SOLDIER APPEARANCE AND GROOMING

The Army is a uniformed service where discipline is judged, in part, by the manner in which Soldiers wear their uniforms. Therefore, a neat, well-groomed, and professional appearance by all Eighth Army Soldiers is imperative, as it contributes to building the pride and esprit de corps essential to a disciplined and effective military force.

3-1. Hair, Fingernails, and Grooming.

a. **Male Hair and Grooming.** IAW AR 670-1, hair on the top of the head is kept neatly groomed. The length and/or bulk of the hair shall neither be excessive nor present a ragged or extreme appearance. Hair will have a tapered appearance and, when combed, will not fall over the ears or eyebrows or touch the collar except for the closely cut hair at the back of the neck. The bulk or length of hair will not interfere with normal wear of headgear or protective masks. Soldiers may not have fad haircuts. Soldiers may use wigs to cover baldness or disfigurement so long as the hairpiece is of natural hair color and the style and length conform to appearance standards.

(1) **Sideburns.** Sideburns shall be neatly squared and trimmed. The base shall not be flared and shall present a clean-shaven, horizontal line. Sideburns shall not extend below the lowest part of the ear hole and shall not present a faddish appearance. The length of an individual hair of the sideburn shall not exceed 1/8 inch when fully extended.

(2) **Handlebar Mustaches, Goatees, and Beards are Not Authorized.** Male Soldiers shall be clean-shaven daily, on and off duty, 365 days a year, while on a military installation. This is an Eighth Army standard that exceeds the standard contained in AR 670-1. Only an appropriate medical authority can authorize facial hair. If a Soldier is authorized to grow facial hair due to a medical condition, the medical authority has an affirmative duty to enumerate and specify the length allowed for the medical treatment (it shall not exceed 1/4 inches of total length of curled hair in order to maintain a neat and clean appearance), frequency of shaving that the medical condition allows for (example, once weekly, etc.), and the method of shaving permitted. No styling of the beard is authorized (*e.g.* no goatees, "fu manchu" handlebar mustache, etc.). The Soldier is NOT restricted from those duties that require the use of a protective mask. The Soldier shall carry a copy of the no shaving profile at all times and this profile shall be reviewed semi-annually. DA Form 3349 in e-Profile shall clearly state, to the Commander and the Soldier, the method of treatment, frequency, method of shaving permitted, and maximum length of hair that is necessary for treatment.

**** NOTE** Company Commanders shall re-evaluate shaving profiles semi-annually**

(3) **Mustaches.** Mustaches are authorized and shall be maintained IAW AR 670-1. They shall be neatly trimmed and shall not present a chopped off appearance. No portion of the mustache shall cover the upper lip line or extend below or horizontally beyond the corners of the mouth.

b. **Female Hair and Grooming.** Female Soldiers shall wear their hair IAW AR 670–1. Female hairstyles may not be eccentric or faddish and will present a conservative, professional appearance. Faddish and exaggerated styles, to include shaved portions of the scalp other than the neckline, designs cut in the hair, unsecured ponytails (except during physical training in

APFU/IPFU/ACU), and unbalanced or lopsided hairstyles are prohibited. Hair shall be styled so as not to interfere with the proper wear of all uniform headgear. All headgear shall fit snugly and comfortably around the largest part of the head without bulging or distortion from the intended shape of the headgear and without excessive gaps. When headgear is worn, hair shall not protrude at distinct angles from under the edges. Hairstyles that do not allow the headgear to be worn in this manner are prohibited. Soldiers shall not wear hairnets unless required for health or safety reasons.

(1) **Braids, Cornrows, and Twists**. Medium and long hair may be styled with braids, cornrows, or twists so long as the hair is not bulky and does not interfere with the proper wear of headgear and protective masks. Any style of dreadlock or lock are not authorized in uniform or in civilian clothes while on duty. Soldiers may wear wigs in uniform or in civilian clothes on duty. Wigs must look to be of natural hair and conform to the uniform regulation. Wigs may not be worn to cover up unauthorized hairstyles.

(2) **Hair-Holding Devices.** Hair-holding devices are authorized only for the purpose of securing the hair. Soldiers shall not place hair-holding devices in the hair for decorative purposes. All hair holding devices must be plain and of a color as close to the Soldier's hair as is possible or be clear. Authorized devices include, but are not limited to, small plain "scrunchies" (elastic hair bands covered with material), barrettes, combs, pins, clips, rubber bands, and hair/head bands. Such devices should conform to the natural shape of the head.

(3) **PRT Hair Guidelines.** Female Soldiers with long length hair may wear it in a ponytail to, during, and from PRT. If elected, female Soldiers will wear a single ponytail centered on the back of the head. If the ACH is worn during PRT, then hair shall be secured using normal guidelines IAW AR 670-1.

c. **Cosmetics.** Female Soldiers may wear skin cosmetics when applied conservatively so long as it blends in with military colors and is in good taste. Males shall not wear cosmetics, to include nail polish, at any time, on or off duty.

d. **Fingernail Standards.** All personnel shall keep fingernails clean and neatly trimmed. Males will keep nails trimmed so as not to extend beyond the fingertip. Female fingernail length shall not exceed a nail length of 1/4 inch, as measured from the tip of the finger. Females shall maintain trimmed nails for professional military image and will not interfere with the performance of duties. Females may wear only clear nail polish in all uniforms. Males may not wear nail polish. Female Soldiers may also wear clear acrylic nails provided they have a natural appearance and conform to Army standards.

3-2. Tattoo Policy.

a. Soldiers may not have tattoos or brands that are extremist, indecent, sexist, or racist, that are prejudicial to good order and discipline regardless of location on the body. Therefore, these types of tattoos are prohibited anywhere upon a Soldier's body. In regards to the individual portions of the body:

(1) **Head and Face.** No markings are allowed except for permanent makeup for females so long as the permanent makeup meets the standards of appearance for the wearing of makeup.

(2) **Neck.** No markings are allowed. This includes anything above the t-shirt neck line to include on/inside the eyelids, mouth, and ears.

(3) **Wrists and Hands.** Soldiers may have one ring tattoo on each hand located below the joint of the bottom segment which is the portion closet to the palm of the finger. Accessing applicants must adhere to this same policy.

b. Soldiers may not cover tattoos or brands with bandages or make up in order to comply with the tattoo policy.

c. Commanders shall perform an annual check for new tattoos or brands above the neckline, wrist, and hands. If any unauthorized tattoos are found the Soldier must be processed in accordance with AR 670-1.

d. Commanders will refer to AR 670-1, dated 1 July 2015 for further information regarding the tattoo policy.

3-3. Jewelry.

a. Soldiers may wear a wristwatch, a wrist identification bracelet including a conservative style POW/MIA/KIA identification bracelet (only one item per wrist), and no more than two rings (wedding set is considered one ring) with Army uniforms so long as the style is conservative and in good taste. Commanders and leaders may prohibit the wearing of jewelry for safety and/or health reasons. Fad devices, such as green 550 cord or plastic bracelets, vogue medallions, personal talismans, or amulets are not authorized for wear in uniform or on duty.

b. Soldiers shall not expose jewelry, watch chains, thermometers, or similar items while in an Army uniform. Authorized exceptions are security badges that are required by virtue of position or station, any exposed pen or pencil for medical personal on hospital duty, food services, CVC, ACU/OCP arm pocket, and flight uniforms.

c. IAW AR 670-1, Male Soldiers shall not wear earrings and/or body piercings of any kind, either on or off duty whether in civilian attire or Army uniform.

d. Female Soldiers may wear earrings IAW AR 670–1. Females shall not wear earrings in the Class C uniforms (utility, field, or organizational to include hospital duty, food service, and physical fitness uniforms). No body piercings are allowed with the exception of earrings either on or off duty whether in civilian attire or Army uniform.

e. Mouth Jewelry/Dental Ornamentation. Soldiers shall neither wear nor have any adornment or jewelry attached, glued, or pierced through any portion of the tongue, mouth, or lips or removable tooth/teeth caps, gold caps, platinum caps, or caps of any unnatural color or texture, permanent or removable, for purposes of dental ornamentation on or off duty. Teeth, whether natural, capped, or veneered, are not ornamented with designs, jewels, initials and so forth. Soldiers shall not have unnatural shaping of teeth for non-medical reasons.

3-4. Eyeglasses, Sunglasses, and Contact Lenses.

a. **Eyeglasses and Sunglasses.** IAW AR 670-1, para 3-10, page 15, Soldiers are prohibited from wearing sunglasses with mirror lenses of any color. In addition, frames of both eyeglasses and sunglasses may not be shiny or colored and may not have any apparent name,

logo, initials, and/or other adornments upon them. Sunglasses and eyeglasses shall not have attached chains or ribbons while in uniform, however, restraint bands are authorized for safety purposes. Soldiers shall not wear sunglasses or eyeglasses on top of the head at any time while in uniform.

b. **Contacts.** Soldiers may not have tinted or colored contact lenses for wear while in uniform. This includes clear lenses that have designs on them that change the contour of the iris. Contact lenses may be restricted by the commander for safety or mission requirements.

3-5. Identification Tags. Two identification tags, plus red medical tag if applicable, are worn around the neck on a long chain in the daily duty uniform or when traveling in civilian attire on official orders, except when safety considerations apply.

a. Soldiers shall wear identification tags at all times while on duty in uniform unless otherwise directed by the commander.

b. Personnel shall wear identification tags around the neck, except when safety considerations apply (such as during physical training).

3-6. Electronic Devices.

a. **Cellular Phone or Electronic Device.** Soldiers shall not walk and communicate with a cell phone or electronic device while in any uniform. When communicating on a cell phone or electronic device, Soldiers shall stop walking until the completion of the conversation/texting.

b. **Headsets/Headphones/Earpiece/Bluetooth Devices.** All headphone or earpiece music/entertainment listening devices are unauthorized to wear in any Army uniform. This includes wearing such type of device with the IPFU/APFU whether either indoors or outdoors. Using earphones, headphones, or any other listening devices on a DOD installation while on or adjacent to roads or streets at all times is prohibited IAW AR 385-10 while either walking, jogging, running, skateboarding, bicycling, or any other mode herein not enumerated due to safety concerns and reasons.

CHAPTER 4. OFF-DUTY APPEARANCE

As members of the profession of arms and warriors for our Nation, high standards of appearance must be maintained in your civilian attire as it is in your military uniform and appearance. Appropriate attire avoids public embarrassment, instills self-confidence and pride, and promotes a sense of community. Military members stationed in Korea and their dependents and guests are ambassadors for the United States military and representatives of Eighth Army who carry on our legendary legacy of service. While off-duty, Soldiers may dress casually and comfortably provided that they comply and comport with established garrison dress codes for all facilities as well as post policies and regulations; there are legal, moral, safety, and sanitary reasons that require a strict dress code and presentation of appearance.

4-1. Clothing. Soldiers will choose civilian clothes for off-duty wear that is in good taste and appropriate for the occasion.

a. Sagging or wearing trousers or shorts where underwear becomes visible is not appropriate for Eighth Army Soldiers and Family Members and is strictly forbidden.

b. Items intended to be worn as undergarments are not acceptable as outer garments in any public places and is also strictly forbidden. This includes, but is not limited to, the PX, fitness centers, shoppette, theaters, commissary, chapels, clubs, dining facilities, and medical and dental facilities.

c. Clothing that is excessively dirty or contains holes, torn, or is adorned with vulgar and obscene slogans or designs is strictly prohibited for wear either on or off duty.

d. Soldiers shall not wear cutout articles of clothing, clothing that is transparent or is excessively tight. This provision does not prohibit reasonable tight clothing worn during appropriate activities at the swimming pool, sunbathing, beauty pageants, body building competitions, fashion shows, and athletic activities/physical training.

e. Nightclothes, such as pajamas and bedroom slippers, are not authorized for wear off-post or in any installation facility at any time.

f. While “short shorts” and halter-tops are appropriate for sunbathing, Soldiers shall not wear them in any installation facility. Females shall not wear any clothing that reveals undergarments/lingerie, midriff, or an excessive portion of the upper body.

4-2. Headgear. Doo rags, skull caps with cloth draping, handkerchiefs, hair nets and bandannas shall not be worn as headgear in public; however, sweatbands and skullcaps may be worn to prevent perspiration in order to prevent the obscuring of vision while engaged in cardio-vascular activities. If a Soldier elects to wear a baseball cap, it shall be worn with the visor portion forward facing and centered at all times. It shall be not reversed, sideways, or upside down whether it is worn either on or off-post. When on a military installation, civilian headgear shall be removed indoors. This is an Eighth Army standard that exceeds the standards contained in AR 670-1.

4-3. Footwear. Soldiers shall not be bare foot in any facility, except where footwear is not appropriate, such as swimming pools. Soldiers may wear sandals, flip-flops, slippers or shoes with or without socks or stockings.

4-4. Travel Attire. As a member of our military, we are ambassadors to the people of the United States and are a direct reflection of the alliance we have formed with the people of the Republic of Korea. When traveling on any form of official orders (including TDY) all personnel shall wear appropriate casual civilian attire (collared shirt, full-length slacks/dress/capris, and toe-covered shoes).

CHAPTER 5. UNIFORM STANDARDS

The Army Combat Uniform (ACU), the Army Aircrew Combat Uniform (A2CU), and the Combat Vehicle Crewman (CFC) uniform in the universal camouflage pattern (UCP) or operational camouflage pattern (OCP) is a daily work, utility, and field uniform. The ACU maternity work uniform in the UCP and OCP is a daily work and utility uniform. The hospital and food service uniform is a daily work uniform.

5-1. Army Combat Uniform (ACU) Standard. Variations of the ACU include the Universal Camouflage Pattern (UCP), the Operational Camouflage Pattern (OCP), and the Operation Enduring Freedom Camouflage Pattern (OEF-CP). The wear out date for the UCP ACU is 30 September 2019. The mandatory possession date for the OCP ACU is 01 October 2019. The OEF-CP may be worn until the wear out date of the UCP ACU.

a. **Uniform Wear Restrictions**.

(1) The utility uniforms are designed to fit loosely; alterations to make them form fitting are not authorized. Keep uniforms free of holes and tears; keep all pockets properly closed.

(2) Soldiers may wear utility uniforms (Class C) off-post at the discretion of the Soldier. If worn off-post uniforms must be clean, serviceable, and IAW AR 670–1.

(3) Soldiers shall not wear utility uniforms (Class C) off-post in any establishment, which primarily serves alcohol.

(4) Soldiers may wear utility uniforms (Class C) off-post in any establishment that primarily serves food. Soldiers may not consume alcohol off the installation while in a Class C uniform.

(5) The utility uniform is not appropriate for social or official functions off the installation such as memorial services, funerals, weddings, or inaugural ceremonies. Soldiers shall wear ASU/Class A or Class B uniforms at these types of events with the Black Beret or Army Service Cap.

(6) Soldiers shall not combine the wearing of civilian attire and military clothing, to include the IPFU, unless specifically prescribed in AR 670–1 or memorandum of approval by HQDA.

(7) Soldiers shall not travel in ACU on international flights for operational security and anti-terrorism reasons. Soldiers shall not wear the ACU for court appointments off military installations. The only authorized uniform for any official appointment, such as civilian courts, is the Army Service Uniform (ASU).

b. **Army Combat Uniform (ACU) Duty Day.** The ACU is a combat uniform authorized for wear year-round with sleeves rolled down to protect the skin. The uniform consists of the following components:

(1) Coat, top.

(2) US Army and nametapes, rank, US flag insignia and unit shoulder sleeve insignia.

(3) Trousers, bottom.

(4) Army Combat Boots.

(5) Socks: tan, green, or black cushion sole.

(6) Belt, tan or brown with open-faced buckle or two-inch rigger belt.

(7) T-shirt, moisture wicking tan or OD green (FR).

(8) Patrol Cap (PC).

(9) Extended Cold Weather Clothing System (ECWCS) undershirts (when temperature dictates and approved by the commander).

c. **ACU Field Training / Operations Uniform**. The ACU field training/operations uniform consists of the following components:

(1) ACU top and bottom.

(2) IR flag/subdued flag, US Army and nametape, rank, and should sleeve insignia.

(3) ACH helmet with NOD mount.

(4) Improved Outer Tactical Vest (IOTV) with front and back Enhanced Small Arms Protective Insert (ESAPI) plates (no additional IOTV components/attachments required by Eighth Army).

(5) Tan boots.

(6) Tactical gloves (Nomex in vehicles and aircraft).

(7) Assigned weapon.

(8) Fighting Load Carrier (FLC) vest with minimum items. If the following items are not attached to the IOTV or IFAK then they must be attached to the FLC:

(a) Water source.

(b) Weapon magazines and carriers.

(c) Cutting tool and bayonet with sheath.

(d) Light source.

(9) The assault pack and/or rucksack shall contain:

(a) Patrol cap.

(b) Tactical kneepads.

(c) Protective mask/carrier.

(d) Hearing protection.

(e) Ballistic eyewear.

(f) Any additional personal protection equipment (PPE) as prescribed by unit SOP.

d. **Camouflage Patterns and Uniformity.** All components of OCIE systems, such as IOTC, FLC, MOLLE, etc., shall be of the same camouflage pattern to the maximum extent possible. Unit commanders will permit the mixing of issued items to fulfill requirements.

(1) When wearing OCP/OEF-CP ACUs and UCP pattern OCIE cold and wet weather garments, the UCP rank, name and US ARMY patches will be worn on OCIE items.

(2) OCP/OEF-CP pattern patches are not authorized and shall not be worn on the UCP IOTV, green fleece, UCP cold/wet weather tops and gray extreme cold weather top. KATUSAs are the only Soldiers authorized to wear OCP patches with UCP OCIE only if it was part of initial issue.

(3) Soldiers are authorized to wear the sand undershirt, sand rigger belt, and tan combat boots with the UCP, OCP, and/or OEF-CP until the wear out date of the UCP.

(4) The tan undershirt, tan rigger belt, and coyote boots are not authorized for wear with the UCP ACU. The mixing of the jacket, trousers and patrol cap pattern is prohibited.

e. **Flame Resistant ACU (FRACU).** The Fire Resistant ACU (FRACU) is authorized for wear during routine garrison and field use.

f. **Combat Shirt.** The Army Combat Shirt (ACS) is only authorized in a deployed or field environment but only when specifically approved by the Commander.

g. **Army Combat Boots.** (Hot weather/temperate optional) Boots for wear with the ACU is tan/coyote rough side out, cattle hide leather with a plain toe and tan/coyote rubber outsole. Soldiers may wear commercial off the shelf (COTS) boots of the same color and design that are 8 inches (or more) in height; however, COTS boots do not replace issued tan/coyote boots as a mandatory possession item needed for all Professional Military Education (PME) programs.

h. **Combat and Special Skills Badges.** The wear of subdued pin-on and sew-on combat, special skill, and identification badges in garrison and in the field is authorized and worn IAW AR 670-1. Those authorized to wear 3, 4, or 5 badges must research the different patterns for each and follow AR 670-1. Soldiers may wear the NCOA Badge to identify instructors of the Eighth Army Wightman NCO Academy. Instructors shall wear the badge on the left pocket of the ACU, or the right pocket if the NCO is authorized the Drill Sergeant badge.

i. **Commissioned Officer Branch Insignia.** Officers do not wear their branch insignia. As an exception, Chaplains will wear black embroidery on the digitized fabric with hook and loop or sewn branch insignia centered 1/8 inch above the nametape.

5-2. Headgear. Soldiers in uniform shall wear appropriate headgear when outdoors except when near or around military aircraft or if it interferes with safety. Headgear shall not create a bulky appearance or protrude from any pocket when not worn.

a. **Beret.** The black beret is the Eighth Army primary headgear for all participants and spectators during all unit ceremonies in either ACU, OCP, or ASU uniforms.

b. **Patrol Cap (PC).** Soldiers shall wear the patrol cap as the primary headgear in the UCP. Soldiers shall wear appropriate rank. The rank shall be centered between the brim and top of the cap. The nametape is worn centered (sewn or velcro'd) on the back of the ACU patrol cap.

c. **Fleece Cap.** The fleece cap is worn when wearing the patrol cap is impractical provided that it is authorized by the Commander. It can be worn with the physical fitness uniform or combat uniform in field environments when the Army combat helmet is not worn, on work details, or in other environments. When in a formation, all Soldiers shall wear the same headgear. While in formation when wearing the duty uniform (UCP/OCP), all Soldiers shall be in the same type of headgear. When wearing the fleece cap in the ACU (UCP/OCP) it shall be accompanied by the wear of an all-weather/cold-weather outer jacket and gloves.

(1) When wearing either the green or black fleece cap, it shall be worn pulled down snugly on the head with the bottom edge covering the ears, but not covering the eyebrows. The bottom edge (all) of the cap may be folded, but not rolled.

(2) The green or black fleece cap may be worn with the UCP ACU. Only the black fleece cap shall be worn with the OCP or OEF-OCP ACUs. Color of the fleece cap is based on the ACU worn and not the pattern of the OCIE Cold or Wet Weather gear worn.

d. **Army Service Uniform (ASU) Service Cap**. This cap is the alternate headgear for ceremonies as the purchase of the headgear is optional.

5-3. Cold Weather Uniform. Leaders shall ensure all Soldiers are protected and safeguarded against cold weather injuries. Leaders at every level will use their best judgment in all situations to mitigate the risks of injuries when outdoors during cold weather.

a. **Extended Cold Weather Clothing System (ECWCS).** Soldiers shall wear only approved under and outer garments with the ACU. Outer garments must have US Army, nametape, rank, organizational SSI, and US Flag insignia (as applicable) attached and displayed properly. Leaders shall ensure safety and uniformity is adhered to when wearing the ECWCS. Soldiers shall not alter the appearance of these garments.

b. **Green Fleece Jackets**. The green fleece jacket is worn with the ECWCS as an under layer and as an outer garment. When worn as an outer garment, Soldiers must wear the nametape, US Army and rank.

c. **Gortex or Field Jackets**. Soldiers will wear the UCP/OCP patterned jacket with the ACU. Field jackets shall have, at a minimum, the US Army tape, nametape, rank, organizational SSI and US Flag insignia. The Generation I & II Gortex jacket, and Generation III ECWCS Gortex jacket shall have the rank on the front tab, and either pin-on rank or cloth tab rank.

d. **Cold Weather Undergarments**. Issued and commercial off the shelf (COTS) cold weather undergarments are authorized for wear under the ACU and IPFU/APFU uniform. However, these items are tan, black, OD green, coyote, or UCP green and cannot interfere or detract from the proper wear of the ACU/IPFU/APFU or affect performance.

e. **Coat, Black, All-Weather.** Officers wear non-subdued pin-on grade insignia on the shoulder loops of this coat. Noncommissioned officers wear shoulder marks on the shoulder loops. Enlisted personnel wear non-subdued grade insignia on the collars of the coat.

5-4. Accessories.

a. **Camelback Hydration System.** The use of a tan, UCP green, black, OD green, or camouflage (woodland, desert, UCP, or OCP pattern) personal hydration system (camelback) is authorized to wear in a field environment, during tactical fitness training, when carrying a rucksack or on work details.

b. **Bags.** Soldiers may use civilian gym bags, civilian rucksacks, or other similar civilian bags while in uniform. All bags carried over the shoulder must be black or match the UCP/OCP camouflage pattern with no commercial/bright-colored logos or patches. Bags that meet these standards may be used when wearing either the IPFU/APFU (black & gray or black & gold) or the UCP/OCP. Bags that do not meet these requirements must be carried in the hand and still must be conservative and professional in appearance.

c. **Neck Gaiter**. Soldiers shall not wear the neck gaiter indoors. The black, UCP green, brown, and UCP/OCP pattern neck gaiter is authorized to be worn with the ACU, IPFU/APFU, and tactical uniforms when designated by leadership. Individual Soldiers may wear it as a neck warmer, hood, or balaclava/mask when outdoors in cold weather.

d. **Glove and Glove Inserts.** At their discretion, Soldiers may wear issued RFI, OCIE, or personal gloves in ACU or IPFU/APFU uniforms in both garrison and tactical environments. The color of the personal gloves are black, UCP green, OD green, tan, or UCP/OCP pattern colors. Gloves and inserts may be worn without any cold weather outer garments (e.g. ECWCS, Gortex or field jackets).

e. **Hearing Protection.** All Soldiers are required to wear fitted non-linear hearing protection during all military training or operations involving high-frequency impulse noise that can cause injury to Soldiers hearing.

f. **Eye Protection.** The Military Combat Eye Protection (MCEP) eyewear is the only approved eye protection worn during tactical training.

g. **Umbrella.** Soldiers may carry a plain, black umbrella during inclement weather only while wearing the ASU or Class-B, dress, and mess uniforms. Umbrellas are not authorized in formations.

h. **Brassards.** Brassards are worn as ID to designate personnel who are required to perform a special task or to deal with the public.

CHAPTER 6. PHYSICAL READINESS TRAINING (PRT)

PRT is the most important training event of each duty day. PRT allows us to build our physical, emotional, and mental fitness while improving our stamina, strength, and physical readiness. Conducting unit PRT brings the entire team, section, platoon, or company level units together and builds teamwork, trust, and esprit de corps. Every Soldier assigned to Eighth Army must be and will be fit to "Fight Tonight."

6-1. General Guidelines.

a. **Length.** Soldiers and leaders shall conduct 90 minutes of combat focused, small group, intensive PRT each duty day, and shall ensure that 90 minutes of PRT is conducted when either on shift, in the field, or on mission.

b. **Execution Times.** PRT shall be executed between 0600-0800 while in garrison. Battalion Commanders and Directors have the discretionary authority to determine when their unit will conduct PRT so long as 90 minutes of PRT can be conducted within the time allotted. For instance, a Battalion Commander may ordain that PRT be conducted from 0600-0730, 0615-0745, 0630-0800, or any variation thereof so long as Soldiers are given 60 minutes to get ready for the rest of the duty day. In addition, Battalion Commanders and Directors are the approval authority for PRT beginning prior to 0600 or PRT that exceeds the 90-minute duration.

c. **Formation Requirements.** PRT formation shall include every individual within the unit to include those on either a temporary or a permanent profile. In addition, personnel on temporary or permanent profiles shall conduct daily PRT within the limitation of their profiles. If a profile prevents a Soldier from emergency operations, deploying, or fighting for an extended period, leaders have an affirmative duty to ensure that the Soldier be immediately screened and evaluated for a Medical Board discharge.

6-2. PRT Uniform. The Eighth Army PRT uniform is the physical fitness uniform. There are two approved versions of the physical fitness uniform, the Improved Physical Fitness Uniform (IPFU) and the Army Physical Fitness Uniform (APFU). Leaders may adjust the uniform based on Soldier comfort and weather conditions but shall ensure all personnel wear the PRT uniform correctly at all times.

a. **Improved Physical Fitness Uniform (IPFU).** The wear out date for the IPFU is 30 September 2017. The IPFU consists of the following components and accessories:

(1) Jacket, running, gray and black, with "Army" in black.

(2) Pants, running, black.

(3) Trunks, running, black, with "Army" in reflective white.

(4) T-shirt, gray, short sleeve, with "Army" in reflective black.

(5) T-shirt, gray, long sleeve, with "Army" in reflective black.

(6) Footwear.

(7) Socks.

(8) Fleece cap, foliage green or black.

b. **Army Physical Fitness Uniform (AFPU)**. The mandatory possession date for the APFU is 1 October 2017. The APFU consists of the following components and accessories:

(1) Jacket, running, black and gold, with gold Army logo.

(2) Pants, running, black, with gold Army logo.

(3) Trunks, running, black, with “Army” in gold.

(4) T-shirt, black, short sleeve, with “Army” in gold.

(5) T-shirt, black, long sleeve, with “Army” in gold.

(6) Footwear.

(7) Socks.

(8) Fleece cap, black.

c. **Socks.** Soldiers are authorized to wear either black or white socks with both the IPFU and the APFU. Sock color choice is at the discretion of the Soldier. The socks will be calf-length or ankle-length (ankle-length socks must cover the entire ankle bone), plain with no logos.

d. **Headgear**. Personnel wear the green or black fleece cap pulled down snugly on the head with the bottom edge covering the ears, but not covering the eyebrows. The bottom edge (all) of the cap may be folded, but not rolled. When wearing the APFU, the black fleece cap is the only authorized color.

e. **Wearing Requirement.** The IPFU/APFU or ACU is the only authorized uniform during 0600-0800 PRT. All Soldiers shall be in this uniform during this time period regardless of duty position, station, or rank. Eighth Army Soldiers shall not wear civilian attire regardless of their duty status between 0600-0800 while conducting physical training. The only exception to this is pregnant Soldiers (*see* para 6-4).

f. **IPFU/APFU Wear Restrictions.** Soldiers may wear the IPFU/APFU on and off duty for fitness training.

(1) The IPFU/APFU is not authorized for wear in any installation facility other than a fitness center.

(2) Mixing of IPFU/APFU with civilian attire is not authorized.

g**. Female Soldier PRT Hair Guidelines.** Female Soldiers with long length hair may wear it in a ponytail to, during, and from PRT. If elected, female Soldiers will wear a single ponytail centered on the back of the head. If the ACH is worn during PRT, then hair shall be secured using normal guidelines IAW AR 670-1.

h. **Unit t-shirts.** Battalion Commanders may substitute the IPFU/APFU t-shirt for a distinctive unit t-shirt, within the following guidelines:

(1) The unit t-shirt is an optional purchase for Soldiers.

(2) Unit t-shirts are only authorized at the Company/Detachment or higher echelon. Therefore, there shall be no Platoon level unit t-shirt.

(3) If a Company/Detachment authorizes a unit t-shirt, it shall be the same color as the Battalion t-shirt and contain the same Battalion logo on the front of the shirt.

(4) Company logos may only be placed on the back of the Battalion t-shirt. The logo shall be in good taste, absent of profanity, nudity, vulgar images, or any image or working which may be offensive.

(5) Soldiers with the unit t-shirt shall run in the front portion of the formation, and those Soldiers without the t-shirt shall run at the rear of the formation in order to maintain uniform integrity.

i. **Safety Reflective Belt.** The Safety Reflective Belt is for improved visibility of Soldier(s) or units based on the Leader Risk Assessment during either day or night operations when visibility is limited while conducting PRT, work details, foot marches, convoy security of vehicle drivers, or any other activity during low visibility. The safety reflective belt is not intended to be a mass worn item.

6-3. PRT Activities. PRT is a leader development tool for Soldiers and leaders. It gives them an opportunity to plan, coordinate, and execute 90 minutes of rigorous PRT for all unit members and create alternate readiness exercises for those on temporary and permanent profiles. To help assist and develop leaders, there are examples of the PRT 8-Step Training Model on the Eighth Army "Fitness Forum" link: http://8tharmy.korea.army.mil/site/eighth-army-spotlight/fitness-forum.asp. PRT shall focus on applying fitness training involving short-burst, high heart rate (120 to 160 BPM) exercises that cause a comparable environment that a Soldier or leader will physically experience in a real world hostile environment. The end-state of any PRT program should be the inclusion of the Soldier Athlete Warrior (S.A.W.) program, FM 7-22, and AR 600-9 within a 90-minute timeframe. Each session shall include at least 60 minutes of rigorous PRT, proper cool down, and first line opportunity training.

a. **Organized Sports.** Organized sports are not part of the PRT program. Therefore, organized sports shall not be conducted from the hours of 0600 - 0800 under any circumstance. Any intramural sports requiring the participation of the entire unit shall only be executed outside of PRT hours even if it is part of a unit's training plan in accordance with a signed training calendar.

b. **Tactical Combat PRT.** Tactical Combat PRT is planned, coordinated, and shall be executed at least one day of each week during PRT hours. The purpose and intent of Tactical Combat PRT is to prepare every Soldier physically and mentally for contingency and/or combat operations while dismounted (MOS and gender immaterial) while wearing the ACU or OCP tactical combat uniform. This PRT session may be performed in conjunction with unit Sergeants Time Training (SST). Tactical PRT may concentrate on combat readiness skills such as: "Combative Fitness" which focuses and develops warrior skills,

“Tactical Foot March” which shall be performed while carrying proper mission load, “Fire & Movement” skills which shall require the Soldier to close-with, fight, and terminate any hostile enemy threat, and/or “Tactical Awareness” skills which can include dismounted patrolling and combat trauma care. It is important to note that this is not an exhaustive list of possibilities and that full discretion should be given to the Leader in order to help develop creativity and initiative. If a unit decides to execute combative training, unit leadership may authorize the removal of nametape, U.S. Army, shoulder sleeve insignia, U.S. flag, and rank.

c. **CBRNE Focused Training.** All Soldiers and Units shall conduct CBRNE focused PRT with pro-mask once every two weeks in order to condition our Soldiers by simulating strenuous activity. This also allows us to train for the potentiality of operating in a CBRNE environment.

d. **Tactical Foot March Training.** Tactical Foot March training is an important collective training event for all units operating in Korea. All units should expect to move dismounted for a distance or period of time during combat or contingency operations. Proper Tactical Foot March training includes tactical movement techniques, weapons security readiness, communicating with hand and arm signals, and building each Soldiers’ sensor awareness, while maintaining a 2.4 KPH pace IAW FM 21-18 and carrying all crew-served and mission essential equipment.

e. **Cadence Calls.** Cadence calls during either PRT formation runs or foot marches motivates and builds camaraderie as well as esprit de corps within the unit; however, it shall not contain profanity, sexual innuendo, or language demeaning to others. Furthermore, units shall not call cadence in certain designated areas housing areas on military installations or off-post.

6-4. Pregnancy and Post-Partum PT (P3T). Pregnant Soldiers shall attend Pregnancy and Post-Partum unit PRT session. Pregnant Soldiers will wear the IPFU/APFU until such time it becomes too small or uncomfortable. Pregnant Soldiers may wear the t-shirt outside the trunks. Commanders shall not, at any time, require pregnant Soldiers to purchase a larger IPFU/APFU in order to accommodate the pregnancy. When the uniform becomes too small or uncomfortable, pregnant Soldiers may wear equivalent civilian workout attire so long as it is conservative and professional in appearance.

CHAPTER 7. TRAINING

Small unit combat focused training is essential for all Soldiers serving in Korea. We must prepare for the harsh summers, bitter winters, and treacherous terrain throughout the Korean theater of operations (KTO) which makes the Republic of Korea (ROK) one of the most demanding operational areas in the world. Regardless of MOS, all Soldiers must have the basic tactical knowledge to be able to execute dismounted operations through demanding, realistic, and challenging training. We must remain vigilant and truly be ready to "Fight Tonight." We must be trained on the Fundamentals of Combined Arms Fire and Maneuver at the Squad, Platoon, and Company level.

7-1. Individual and Small-Unit Collective Training. Individual and small-unit collective training provides the best opportunity to build combat focused skills and prepare junior leaders. It allows both Soldiers and leaders to master the "Eighth Army Big 4" (combat focused fitness, marksmanship, trauma care, and fire and movement). Soldiers training on the "Eighth Army Big 4" will focus on mastering the fundamentals of the basic warrior skills using the "Eighth Army Big 4" link at http://8tharmy.korea.army.mil/site/eighth-army-spotlight/big4.asp.

a. **Combat Focused Fitness.** This type of training provides the foundation of individual and team combat readiness, and is an integral part of small group/unit strength development in each PRT session. In order to achieve the requirements of PRT enumerated in 6-3, leaders should use the Eighth Army "Fitness Forum" link http://8tharmy.korea.army.mil/site/eighth-army-spotlight/fitness-forum.asp to learn more on how to effectively plan, coordinate, and prepare for the 90-minute fitness period each duty day. This will help ensure that they create a PRT session that focuses on progressive Athlete Warrior fitness that incorporates and develops all pillars of resiliency/strength, build fitness discipline, and foster team readiness.

b. **Mastery of Rifle Marksmanship.** Mastery of rifle marksmanship occurs when Soldiers are able to successfully focus on controlled and accurate critical-center-mass of a designated target from 5 to 200 meters under both normal and other than normal conditions. Soldiers must understand the effects of ballistics in the different uniform requirements worn when required to carry a weapon (FOB, COP, Combat patrol, etc.). Mastering rifle marksmanship begins with applying the fundamentals of marksmanship during preliminary marksmanship training (PMI). This allows both leaders and Soldiers to understand and apply the 5 Fundamentals of Marksmanship (Shooting, Body Position, Ballistics and Zeroing, Wind and Weather, Shooter and Target Analysis) while focusing on: 1) "Pre-Fire Fundamentals" (Body Position, Natural Point of Aim, Slow-aim fire, control breathing); 2) "Engage" the critical-center-mass (Sight Alignment, Front Sight Post, Trigger Control); and 3) "Post-Fire Fundamentals" (follow-through and call the shot). After the Soldier masters these fundamentals, marksmanship training will focus on building competence and confidence through the use of accurate and lethal weapons firing during a live fire training as the Soldier concentrates to ensure that every round hits the critical-center-mass of a target with the individual rifle.

c. **Mastery of Trauma Care Training**. Combat focused trauma care is a mission-essential task for all Soldiers (regardless of MOS) assigned to Eighth Army. It allows Soldiers to provide competent and confident emergency medical care under traumatic combat conditions. The mastery of this can result in either saving their life or saving the lives of other Soldiers. All Eighth Army Soldiers shall master the use of the Improved First Aid Kit (IFAK). This item is a mandatory uniform item and shall worn by each team member. All Eighth Army Soldiers will familiarize themselves with medical tactics, techniques, and procedures that are useful in the

initial trauma assessment which will allow for tactical emergency care on the battlefield. Tactical Medical Training is essential to developing highly motivated and skilled Soldiers who can react to any medical emergency attendant to their skill level. Due to the importance of trauma care training, all unit Combat Medics shall assist in the training of Soldiers and help them learn the additional medical/trauma skills necessary to sustain the force, survive the battlefield, and accomplish the mission. Use the Eighth Army Trauma Care training videos at http://8tharmy.korea.army.mil/site/eighth-army-spotlight/big4.asp.

d. **Mastery of "Fire and Movement".** Fire and movement is a critical Soldier skill. It allows for the use of suppressive fire in order to decrease the enemy's ability to fight back. It is fundamental combat training that all Soldiers regardless of rank, component, or MOS must maintain proficiency in order to close the distance, fight, and win on the battlefield. This movement technique and tactic is the foundation of all other combat training and must be mastered before other combat training is learned. It must be the primary focus for all individual and small-unit collective training events in order to build lethal Squads. Once Squads are proficient, they can train and execute Fire-and-Maneuver training with higher level units. Use the Eighth Army Big 4 link at http://8tharmy.korea.army.mil/site/eight-army-spotlight/big4.asp.

7-2. 8-Step Training Model. Effective training is the cornerstone for mastering all skills and achieving all objectives. All leaders in Eighth Army will use the 8-Step training model to ensure that training is well planned, resourced, and executed. Below is the 8-Step model:

a. **Plan the training**. This is the 5-W's. What is to be trained and why? Who is the trainer and training audience? Where is the training to be conducted and how? Identify the resources and requirements needed.

b. **Train the trainer**. Ensure the trainer is technically and tactically proficient and review the training outline. Verify that the training is IAW applicable regulations and field manuals.

c. **Recon the site**. Identify the exact location. Is the site suitable for training and is it easily accessible during emergencies?

d. **Issue the order**. Has an order been issued? Does the order contain tasks, uniform and equipment requirements?

e. **Rehearse**. Are all training aids present? Does the training meet goals and objectives? Are the trainers proficient and competent?

f. **Execute**. Accountability of personnel. Execution to standard. Is there uniformity?

g. **Evaluate**. Was there an evaluation? Were the goals and objectives met? Were the materials and training aids present and suitable? Conduct an After Action Review (AAR).

h. **Retrain**. Be prepared to retrain and re-evaluate. Ensure Soldiers were trained to standard.

CHAPTER 8. MILITARY CUSTOMS AND COURTESIES

The Army is an organization that instills pride in its members because of its history, mission, capabilities, and the respect it has earned in the service of the Nation. A reflection of that pride is visible in the customs, courtesies, and traditions the Army acculturated. Eighth Army takes great pride in its heritage and legacy and we are proud our customs, courtesies, and traditions.

8-1. Saluting. Eighth Army Soldiers shall render the proper military courtesies to all U.S. and foreign military superior officers and NCOs. The exchange of a salute is one of the oldest traditions in the military and a visible sign of good discipline and mutual respect. It also demonstrates situational awareness and individual vigilance as Service Members actively scan their area and seek those approaching on foot or in vehicles as possible superior officers so that they may recognize them with a sharp salute and greeting of the day in a disciplined and proud manner

a. Enlisted personnel and junior officers shall render salutes and salutations (unit/motto) to all senior officers. All Soldiers render the salute with a verbal greeting of the day or passing of the unit motto while saluting. Eighth Army units are not authorized to have “No Salute” areas.

b. In field training, real world contingency operations, or combat situations, saluting is mandatory just as it is in garrison.

c. Service members will remain situationally aware at all times when outdoors in order to recognize and salute all officers. General and other senior officer vehicles are identified by a red plate depicting their rank and headlights turned on in order to better recognize the vehicle. Soldiers will render the proper salute to these vehicles.

8-2. Courtesies Rendered During Ceremonial Songs.

a. **Reveille**. Played at 0630 daily. When outside, in IPFU/APFU or duty uniform and not in formation, face the flag or music and render a salute on the first note. Remain at “present arms” until the completion of the last note. In civilian clothes, stand at “Attention” and place the right hand over the heart (or headgear over the left shoulder if worn) until the last note is played.

b. **Retreat/To the Colors.** Played at 1700 daily. This tradition is celebrated in two distinct parts; the bugle call of “Retreat” followed by “To the Colors.” When outside, in IPFU/APFU or duty uniform, face toward the Colors or music and assume the position of “Attention” on the first note of Retreat. Remain at this position and render the hand salute on the first note of “To the Colors.” When in formation, or in a group while in uniform, the senior ranking Soldier orders the formation to the position of “Parade Rest.” On the first note of “To the Colors”, the senior ranking Soldier orders the formation to “Attention, Present Arms.” In civilian clothes, stand at “Attention” during “Retreat” and place the right hand over the heart (headgear place over the left shoulder if worn).

c. **National Anthem.** When outside, in IPFU/APFU or duty uniform and not in formation, face toward the Colors or music, assume the position of “Attention,” and render the hand salute on the first note of the music. (All veterans can render the hand salute when the National Anthem is played). In civilian clothes, stand at “Attention” and place the right hand over the heart (or headgear over the left shoulder if worn) or render the hand salute on the first note. Soldiers will extend this courtesy to both the U.S. and ROK National Anthems.

NOTE: When any of the ceremonial songs below are played or heard on any military installation in the Republic of Korea ALL VEHICLES in the area shall stop, personnel shall dismount the vehicle, and render the proper courtesy. Civilians will place their right hand over their hearts.

8-3. Addressing Officers and Noncommissioned Officers.

a. **In General.** The first person to sight an officer who is higher in rank than the officer present in the room shall call the room to "attention." When a senior noncommissioned officer enters a room/area, the first person to sight the senior NCO shall sound "at ease." Examples are unit headquarters, orderly rooms, supply rooms, dayrooms, squad rooms, and hallways. In smaller rooms, containing one or two Soldiers, the Soldier(s) should rise and stand at the position of attention when an officer enters the room or "Parade Rest" when an NCO enters.

b. **Work Areas.** In work areas such as offices, shops, hangers, and medical treatment facilities, personnel may remain working but the senior Soldier shall report to the visiting officer and/or CSM/SGM.

c. **Dining Facilities**. The first person sighting an officer senior in rank to the unit commander, or senior to those present, in the dining facility should call "at ease" so that the officer's presence is known and necessary action can be taken. The Soldiers should fall silent but continue to work or eat. The senior dining facility OIC or NCOIC should report to the officer.

d. **Tactical Operations Centers.** The first person sighting an officer senior in rank to the unit commander, or senior to those present in the facility, should call "at ease" so that the officer's presence is known and necessary action can be taken. The Soldiers should fall silent but continue to work.

e. **During Conversations.** All Soldiers, officer or enlisted, come to the position of attention facing a senior officer when spoken to in an official capacity. Normally the senior officer will direct "at ease" or "carry on" if the situation merits. At other times, such as during the conduct of routine business or informal conversation, a junior officer or enlisted Soldier should face the superior officer and be at "attention." When an enlisted Soldier is speaking to a noncommissioned officer, the Soldier stands at "Parade Rest" unless otherwise directed by the NCO. A subordinate will stand when spoken to by someone senior in rank, unless the superior directs otherwise. When walking with a senior Soldier, the junior Soldier walks to the senior's left side. Regardless of rank, if a Soldier is seated, he or she stands when addressing someone senior to them.

f. **Formations.** When an officer approaches Soldiers in a formation, the person responsible for the formation calls, "attention," and renders a salute for the entire group. When an officer senior in rank approaches a group of individuals not in formation, the first person sighting the officer calls, "attention," and everyone in the group faces the officer and renders a salute with the appropriate greeting. Soldiers working as part of a detail or participating in some other group activity such as athletics do not salute. The person in charge, if not actively engaged, salutes for the entire detail or a group of Soldiers. While running in a PT formation the senior Soldier in charge of the running formation will sound off with their unit's motto as well as calling out "Sir" or "Ma'am."

CHAPTER 9. PROFESSIONAL CONDUCT

As members of the profession of arms and warriors for our Nation, you are expected to carry out your duties and to conduct yourself properly on and off-duty by living the Army Values and the Soldiers' Creed. Soldiers shall use professional language in public and common areas while on duty. Soldiers should strive to hold themselves to a higher standard and not use profanity or inappropriate language at any time. Soldiers shall demonstrate appropriate respect for all civilian authorities on and off the installation.

9-1. Vehicle Licenses. USFK Regulation 190-1, dated 10 May 2012, is the controlling documents that governs privately owned vehicle (POV) driving privileges of U.S. Forces personnel. USFK Pamphlet 385-2, Guide to Safe Driving in Korea, contains information to prepare for the written driver's license test. U.S. Forces personnel in Korea authorized to drive a privately owned vehicle (POV) must possess a USFK Form 134EK (USFK Motor Vehicle Operator's Permit) in order to drive POVs on U.S installations or Korean roadways. Active duty military personnel, civilian employees, and Family Members aged 18 or older are required to have a valid U.S. state driver's license, ROK driver's license, or international driver's permit in order to obtain a USFK Form 134EK. All military personnel, civilian employees, and Family Members may take the written test to receive a USFK driver's license at the appropriate driver testing facility.

9-2. Loud Noises and Profanity. Soldiers shall not operate vehicles, to include motorcycles, with radios or other such sound systems at a volume that impairs the driver's ability to hear outside sounds or another vehicle's horn. Furthermore, excessive noise from vehicles and motorcycles is prohibited during ROK national exam days, as published in Eighth Army Operations Orders. Soldiers shall refrain from uttering profanity in public and common areas. Similarly, any music that conveys either actual profanity or a profane message shall not be loud enough for others to hear while played.

9-3. Drugs. Possession or use of any controlled substance without a valid prescription, or use of prescription drugs intended for another person, is against the law. Other substances (including, but not limited to, "Spice") deemed illegal by the federal Drug Enforcement Administration, Korean National Police (KNP), or Department of Defense are also prohibited. This includes the substances listed in AR 600-85 paragraph 4-2p, dated 28 December 2012. Eighth Army maintains an active drug and alcohol program and Commanders have an affirmative duty to conduct random urinalysis testing IAW AR 600-85. Therefore, Soldiers will be subject to random urinalysis testing. Possession or use of drugs is a violation of the UCMJ and State and local laws. The purchase, importation, manufacture, possession, storage, use, distribution, or transfer of drug paraphernalia, to include all examples provided in HRS 329-1 and HRS 329-43.5, is strictly prohibited.

9-4. Use of Tobacco. Due to dangers of second-hand smoke, smoking, the use of tobacco products, smokeless tobacco, and electric cigarettes is prohibited in the work place, military vehicles, aircraft, or during physical training. Smoking areas shall be designated no less than 50 feet from any building. Eighth Army personnel shall not walk and smoke while in uniform.

9-5. Alcohol Usage and Laws. IAW the Eighth Army Responsible Conduct directive, all Service Members assigned to Eighth Army must remain accountable and mission ready to operate any type of military equipment within 4 hours of a planned or no-notice emergency recall event and when recalled, shall not be drunk. Drunk is defined in paragraph 35c(6) of the

UCMJ as “any intoxication which is sufficient to impair rational and full exercise of the mental or physical faculties.” This provision is punitive and violations subject the offender to non-judicial or judicial action under the UCMJ.

a. There is no drinking while on duty, except as authorized by the first General Officer in the Chain of Command. "If recalled at any time, Soldiers will not be “drunk”, as defined in paragraph 9-5, above. Commanders are encouraged to test the blood alcohol content (BAC) of any Soldier they suspect. While not definitive, any Soldier with a BAC exceeding .05 is generally considered to be impaired.

b. Do not operate motor vehicles or motorcycles while intoxicated. Offenders shall receive a memorandum of reprimand from the Commanding General that may be filed in their Army Military Human Resource Record (AMHRR).

c. Korean laws authorize the purchase and consumption of alcohol for adults aged 19 years and older. Despite Korean laws, Eighth Army personnel may not purchase or consume alcohol if they have not reached the age of 21 years.

d. Soldiers living in the barracks shall not exceed either one six-pack of beer, or one container of hard liquor, or one bottle of wine per Soldier that resides in the room. If two Soldiers reside in a suite, and both are of legal age to drink, then they are allowed an aggregate or combination thereof. Therefore, it is permissible to have one six-pack and one container of hard liquor or bottle of wine or two of any one item.

e. Units/Soldiers cannot have alcohol at unit functions during duty hours unless approved by the first General Officer or SES equivalent in their Chain of Command IAW OPORD 69-13.

9-6. “Off-limits” Areas. Leaders and their personnel shall review USFK Regulation 190-2 for the list of off-limits establishments in each area. A list of off-limits establishments are listed at: http://www.usfk.mil/Resources/OffLimits.aspx.

9-7. Curfew. The number one mission of Eighth Army is to be prepared to “Fight Tonight.” Furthermore, it is critical that we safeguard the vital relationship between our Soldiers and the people of the Republic of Korea. These realities require that we maintain a continual level of readiness and minimize negative interactions between US Soldiers and the Korean people. Therefore, USFK has established an off-installation accountability curfew for members of the United States Armed Forces when in the territory of the Republic of Korea (ROK). This includes personnel on Permanent Change of Station (PCS), Temporary Duty/Temporary Additional Duty (TDY/TAD), except for military personnel attached to the U.S. Embassy and JUSMAG-K. Military family members, DoD civilians, and DoD-invited contractors/technical representatives and their respective family members and visiting guests are encouraged to abide by the curfew to account for all U.S. citizens in the ROK.

a. Applicability. Eighth Army Policy Letter #22, General Order Regarding Off-Installation Curfew, provides additional mandatory guidance consistent with the USFK policy and applies to all Soldiers assigned or attached to Eighth Army, and/or subject to the general court-martial authority of the Commander, Eighth Army or to the court-martial jurisdiction of any subordinate commander. **This is a punitive general order. Service members who fail to comply with the provisions of this general order are subject to punishment under the Uniform Code of Military Justice, as well as adverse administrative actions authorized by applicable law and regulations.**

b. An off-installation curfew is in effect from 0100 to 0500 every day of the year. By 0100, Soldiers will be (1) on any U.S. military installation (2) inside a private residence, or (3) inside a hotel room (but NOT in any public area of the hotel such as the lounge, bar, lobby, restaurant, casino, pool, spa, or hallway). Subordinate commanders will determine to the extent Soldiers may be away from their assigned place of duty without an approved pass or leave.

c. Exceptions.

(1) Soldier is conducting or traveling to or from official duties. Official duties include participation in military and physical training.

(2) Soldier is responding to an emergency requiring immediate medical, police, or fire assistance.

(3) Soldier is on leave off of the peninsula pursuant to an approved DA Form 31.

(4) If a Soldier is on pass or leave on the peninsula pursuant to an approved DA Form 31, the following requirements apply:

(a) Unless otherwise stated in the "Remarks" section of the DA Form 31, a Soldier with an approved pass or leave occurring on the peninsula must still comply with the curfew policy described above.

(b) A Soldier with an approved DA Form 31 with the statement "SM is exempt from the USFK and 8A curfew policy" and the reason for the exception included in the "Remarks" section of the DA Form 31 may be located in areas other than the approved locations listed above. Commanders and supervisors will not grant passes solely for the purpose of circumventing the curfew policy. There are valid reasons why a Soldier would require a pass to exempt him or her from curfew, including but not limited to attendance at special military events, attendance at sporting or cultural events, and other reasons at the Company Commander's discretion. The Soldier must carry the approved DA Form 31 with special remarks on his or her person during curfew and present it upon request.

d. Subordinate commanders may issue their own orders and policies consistent with this order. Less restrictive orders or exceptions to policy require the approval of the Eighth Army Commander.

9-8. Prostitution and Human Trafficking. Eighth Army does not condone the illegal activities of prostitution or human trafficking. By regulation and moral imperative, all Service Members, DoD civilians, Service Member dependents, and invited contractors shall not engage in the purchase of sex whether through whatever means. Violators face prosecution or other administrative action under U.S. and Korean laws. USFK Regulation 27-5, Individual Conduct and Appearance, addresses this in detail.

9-9. Hazing and Bullying. Every Eighth Army professional has a personal obligation and affirmative duty to prevent hazing and bullying and to ensure all brothers and sisters in arms are treated with dignity and respect. There is a direct link between how Soldiers are treated and how they perform their duties. Building bonds of trust and learning to work cohesively as a team is instrumental in forming units and organizations that will persevere and succeed in the most adverse of circumstances.

a. **Hazing.** Hazing typically involves conduct directed at new members of an organization or individual who have recently achieved a career milestone. This includes "rites of passage" or congratulatory acts that involve encouraging another to engage in illegal, harmful, demeaning, or dangerous acts. NCOS and leaders at all leaders have an affirmative duty to enforce the Army hazing policy and prevent hazing. Commanders will devote particular attention to new Soldiers and leaders and make them feel proud to be a member of the U.S. Army.

b. **Bullying.** Unlike hazing bullying often, but not always, takes the form of excessive corrective measures that involve the infliction of physical or psychological pain and go beyond what is required for authorized corrective training. Bullying may also occur in all settings but it most often appears as excessive correction of, or punishment for, perceived performance deficiencies.

9-10. Fraternization Between Soldiers of Different Rank. Eighth Army does not tolerate fraternization. AR 600-20, paragraphs 4-14, 4-15, and 4-16 outlines the Army's policy of fraternization. The provisions of this paragraph apply to both relationships between Soldiers in the Active and Reserve Components as well as between Soldiers and personnel of other military services. Soldiers of different grades must be cognizant that their interactions do not create an actual or clearly predictable perception of undue familiarity between an officer and an enlisted Soldier or between an NCO and a junior-enlisted Soldier. Examples of familiarity between Soldiers that may become "undue" may include repeated visits to bars, nightclubs, eating establishments, or the visiting of homes between either an officer and an enlisted Soldier or an NCO and a junior-enlisted Soldier. The only exception to this policy is social gatherings that involve an entire unit, office, or work section. All relationships between Soldiers of different grade are prohibited if they—

a. Compromise, or appear to compromise, the integrity of supervisory authority or the chain of command.

b. Cause actual or perceived partiality or unfairness.

c. Involve, or appear to involve, the improper use of grade or position for personal gain.

d. Are exploitative or coercive in nature, or are perceived to be thereof.

e. Create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.

Bottom Line: Officers are prohibited from having personal relationships with enlisted members, or NCOs and junior enlisted Soldiers. Fraternization is punishable under the UCMJ Article 134 and under Article 92 (for a violation of AR 600-20, para. 4-14).

9-11. Weapons. Possession of weapons, regardless of whether a Soldier or family member lives on or off post, must be in accordance with USFK Regulation 190-16 and 27-5

9-12. Ration Control. Ration Control cards are issued to civilians (DoD employees, invited contractors, and technical representatives), retirees, Family Members, and others in order to protect the privileges of those personnel authorized access to duty free goods under the U.S. - ROK SOFA and U.S. law. U.S. active duty military members are granted access to facilities with duty free goods by displaying their identification cards. Soldiers must register Family Members

in the Defense Biometric Identification System (DBIDS) (formerly BIDS) to activate their ration control privileges. Below are ration limits on certain items:

a. **Liquor.** Liquor is a rationed item. A family is allowed 5 units per month. To receive the family size limit there must be two adults (age 21 or older) in the family. Individual limits are 3 units per month. An alcohol (liquor) unit is defined as one bottle (fifth, quart, or liter) of liquor. A 1.75 liter bottle of liquor is counted as two units. Two pints of liquor are counted as one unit. Six miniature bottles or less of liquor are counted as one pint. The purchase of seven to twelve (7-12) miniature bottles count as one unit of liquor and not one pint. Excess pints will be rounded up to the next full liquor unit for reporting purposes. Excess miniature bottles of liquor will be rounded up to the next pint unit.

b. **Beer**. Beer purchases are limited to 6 cases per month for individuals. Each additional family member over the age of 21 is authorized 2 additional cases per month. Beer limits are monthly and not cumulative from month to month. A 24 pack of 12 oz bottles or cans equals 1 case; a 12 pack of 12 oz. bottles or cans equals to a half-case; a 6 pack of 12 oz. bottle or can equals to a quarter-case; a 1/2-barrel or 1/2 keg is equal to 3.5 cases.

c. **Monthly commissary dollar limits**. To prevent the purchasing of items in excess of personal needs, spending limits at commissaries are determined by family size. Currently, the limits are:

FAMILY SIZE	COMMISSARY DOLLAR LIMIT
SINGLE	$ 800.00
2	$ 1,100.00
3	$ 1,400.00
4	$ 1,700.00
5	$ 2,000.00
6 AND OVER	$ 2,300.00

9-13. Non-tactical Vehicles . The use of Army owned or controlled non-tactical vehicles is restricted to official purposes only. Leaders have the affirmative responsibility and duty to enforce the proper use and control of their assigned NTVs. The following are examples of official and unofficial use of NTVs:

a. **Official Use.** Transportation may be provided for military and civilian personnel participating in their official capacities in public ceremonies, military field demonstrations, and parades as well as any other directly related to official activities. Official ceremonies (for example, changes of command, promotions, retirements, or unit activations/deactivations) are not considered public ceremonies, but are approved for NTV usage.

b. **Unofficial Use.** Government vehicles must not be used for transportation to or be parked at commissaries, post exchanges (including all concessions), bowling alleys, officer and noncommissioned officer clubs, or any non-appropriated fund activity unless personnel using the vehicles are on official Government business. NTV transportation between a residence and

place of duty is prohibited unless approved by a Service Secretary. At no time will an NTV be used as a personnel vehicle or be parked at someone's quarters.

c. **Temporary Duty Status.** Using an NTV to travel to or from commercial entertainment facilities (professional sports venues, amusement parks, concerts, and so forth) is not authorized.

CHAPTER 10. SINGLE SOLDIER BARRACKS POLICY

Soldiers will live in a clean, healthy, and safe environment. Unit noncommissioned officers (CPL to CSM) are responsible for ensuring Soldiers maintain proper living standards and conditions every day and night, on and off duty.

10-1. Barracks/Room Standards. Soldiers shall maintain rooms with an emphasis on cleanliness, safety, and proper accountability, which will include hallways, entryways, laundry rooms, dayrooms.

a. Microwaves in accordance with installation and fire safety regulations, telephones (as available), and other amenities are approved by the Soldier's NCO or first line supervisor and shall remain clean and serviceable.

b. All posters/pictures/documents shall be framed or be organized neatly on a hard-framed pin-up board. Soldiers shall not use adhesive tape/glue to attach any items to the walls on any portion of the barracks rooms, break areas, or unit work areas. Unit NCOs shall ensure Soldiers residing in barracks use troop self-help stores to implement a proactive approach to safe, alternative methods of hanging pictures.

c. In order to ensure good order and discipline all Eighth Army Service Members will follow AR 600-200, paragraph 4-12 that list all items or images that are offensive to any race, culture, gender, or religion. Soldiers shall not display these items or images in barracks rooms or hallways.

d. The flag of the United States of America, a U.S. state, or the national flag of a Soldiers country of origin may be displayed IAW Army Regulation 840–10.

10-2. New Soldiers. Due to the current asymmetric threats, namely North Korean Special Operation Forces within in the ROK, leaders shall assign all Soldiers (Private to Specialist) a "Battle Buddy" of equivalent rank for their first 90 days, as approved by their chain of command. A designated NCO shall inspect and approve all off duty activity during this 90-day period in order to mentor Soldiers on proper conduct as well as proper and respectable establishments they may visit as a team when off duty.

10-3. Leader Duty. First line supervisors, "green tab" team leaders, squad leaders, section leaders, platoon sergeants, and platoon leaders are responsible for the safeguarding, good order and discipline of all Soldiers residing in the barracks rooms.

10-4. Charge of Quarters (CQ) Responsibilities. It is mandatory that all Company/Troop/ Battery/Detachment level commands maintain and operate CQs to safeguard barracks and residents. The chain of command is responsible for the safety, security, and cleanliness of the environment in which their Soldiers live at all times.

10-5. Pets. Soldiers shall not keep animals in any barracks room within the ROK. This policy applies to all pets, quadruped or otherwise, including, but not limited to, cats, dogs, caged animals, insects, arachnids, and fish.

10-6. Quiet Hours. Brigade level Commanders will establish quiet hours based on mission requirements. Units with shift workers will implement policies to accommodate the needs of all personnel residing in the barracks.

10-7. Inspections. All Company/Troop/Battery/Detachment commands shall schedule unit level inspections, inventories, and quarterly health and welfare inspections. Commanders also retain the authority to conduct no-notice health and welfare inspections to enforce standards, show care for Soldiers, and identify shortfalls in building functions and living standards. All inspections must comply and comport with Military Rule of Evidence 313. Commanders also have the authority to order searches of areas under their control but where Soldiers have an expectation of privacy, such as a barracks room, when they have probable cause to believe there is evidence of a crime in the location to be searched. All searches must comply with Military Rule of Evidence 315. Commanders should contact their legal advisors to understand their authority in the conduct of inspections and searches.

CHAPTER 11. SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION (SHARP)

A sexual predator within your formation is an internal asymmetric threat to every individual Soldier in your unit. Sexual Assault is an attack on your unit readiness and is a crime that must be reported immediately to the Sexual Assault Response Coordinator (SARC). Commanders have an affirmative duty to report any allegation of Sexual Assault to the Criminal Investigation Division (CID). All Army personnel will uphold the Army's campaign of intervene, act, and motivate. There are no innocent bystanders. If you see or hear something, show your true warrior courage and act, don't just pass it by. It takes all of us to protect one another from this internal threat and just one individual act of courage can save us from this enemy. Leaders in the Chain of Command are responsible for the training climate and enforcement of the requirements identified in the Army SHARP Program.

11-1. Sexual Assault Reporting Options for Victims.

a. **Unrestricted Reporting.** A Service Member who is/was sexually assaulted and desires either medical treatment, counseling, and/or an official investigation of his/her allegation should report the incident to a Victim Advocate(VA), SARC, MP, CID, or a commander in the Soldiers chain-of-command. Upon notification of a reported Sexual Assault, the SARC will immediately assign a VA, initiate the appropriate care and treatment, and report the Sexual Assault to law enforcement as well as the chain of command if not done already. **See Appendix D for SHARP Checklist**

b. **Restricted Reporting.** A Service Member who is sexually assaulted and desires medical care, counseling, and victim advocacy, without initiating the investigative process should use the restrictive reporting option. Restricted reporting allows a Sexual Assault victim to disclose the details of his/her assault in confidence to specifically identified individuals and receive medical treatment and counseling, without triggering the official investigative process. Only a SARC or VA can take a restricted report. Telling anyone other than the SARC, VA, chaplain, or healthcare provider in confidence will turn the report into an unrestricted report and trigger an official investigation. See AR 600-20, Chapter 8 for additional information.

11-2. Reporting Procedures of Sexual Assault Incidents for Commanders:

a. The USFK Sexual Assault Hotline is one of the many ways to report a Sexual Assault. To call from any DSN telephone within Korea, dial the number "158" and to call from a commercial line or cell phone dial the number "0503-363-5700".

b. Leaders shall immediately notify Military Police or CID for initial investigation of the report, and the first O-6 Commander, and then notify their Command Judge Advocate or Trial Counsel.

c. As a part of the normal investigative process, the chain of command shall ensure the victim is treated with dignity and respect and that all information be restricted to "need to know" only. CID coordinates for medical examinations and with social service intervention agencies and provides preliminary notification to the victim of his or her rights under the Victim Witness Assistance Program (VWAP).

11-3. Army Internet SHARP Resources.

a. **Army SHARP Website:** http://www.sexualassault.army.mil/

b. **Eighth Army SHARP Website:** http://8tharmy.korea.army.mil/site/eighth-army-spotlight/sharp.asp

c. **Not in My Squad. Not in Our Army:** http://cape.army.mil/not-in-my-squad/#

d. **Center for the Army profession And Ethic:** http://cape.army.mil/

CHAPTER 12. OPERATIONS SECURITY (OPSEC)

Operational Security is critical and of paramount concern especially in the Republic of Korea. Inadvertent sharing of information and mishandling classified materials can endanger you, your fellow Soldiers, and our mission. Thus, our operational security posture is very stringent and developed to deny critical information to adversaries so information and operations are protected.

12-1. Social Networking. Social media helps organizations share information and keeps Soldiers, Family Members, and Army Civilians connected to loved ones. We depend on social media, but it is extremely dangerous if you are not careful. Occasionally, social media users claim they are someone they are not. This practice can become a problem when users claim to be Army officials or Soldiers. Some individuals impersonate others for recognition while others do it for financial gain. The practice of impersonating Soldiers for financial gain is common. When Soldiers identify imposter accounts, it is important to report the accounts to the host platforms. In order to maintain OPSEC, it is important to remain vigilant at all times. Sharing seemingly trivial information online can be dangerous to loved ones and fellow Soldiers. Below are some Do's and Don'ts regarding OPSEC and Social Media.

a. **OPSEC and Social Media "Do's":**

(1) Adjust your privacy settings. Set security options to allow visibility to "friends only."

(2) Talk to your family about operations security. Be sure they know what you can and cannot post.

(3) If leaders are on the same social media platform as their Soldiers, it is their responsibility to monitor Soldiers' conduct. If you find evidence of a Soldier violating either command policy or the UCMJ on social media platforms, then you should respond in the same manner you would if you witnessed the infraction in any other environment.

b. **OPSEC and Social Media "Don'ts":**

(1) Never accept a friend request from someone you don't know, even if they know a friend of yours.

(2) Never post specific unit movement information.

(3) Never post when you or your family are going on vacation.

(4) Never share information you don't want to become public.

(5) Don't join social media platforms that violate unit policy and basic guidelines of the Uniform Code of Military Justice. Soldiers shall not comment, post or link to material that violates the UCMJ or basic rules of Soldier conduct. Talking negatively about superior officers or releasing sensitive information is punishable under the UCMJ. When Soldiers log on to a social media platform, they still represent the Army.

(6) Soldiers who use social media platforms must abide by the terms outlined in the Uniform Code of Military Justice, Articles 88, 89, 91, 133, and 134. The specified articles cover

contempt toward officials, disrespect toward superiors, insubordinate conduct toward superiors and conduct unbecoming of an officer and a gentleman. Examples of conduct unbecoming of an officer a gentleman include the posting of obscene photos or linking to inappropriate material. Article 134 is a general article covering offenses such as disloyal statements and anything to the prejudice of good order. Be sure to use one simple rule, “if you wouldn’t say it to someone’s face, don’t post it on a website.” Use good judgement at all times.

(7) Do not reveal sensitive information about yourself such as schedules and event locations.

(8) Never post information concerning MIA/KIA prior to DoD release.

12-2. Eighth Army Critical Information List (CIL):

a. Disposition, Composition, and Strength.

b. Mission Associated Information.

c. Operational Readiness.

d. Movements.

e. Logistics Shortages.

f. Security Posture.

g. Communications Network Information.

h. Photography and Imagery.

i. Exercise Information.

j. Personal Identifiable Information(PII) and Privacy Act Information.

All classified documents must be properly marked, wrapped/transported, and stored in a GSA approved safe. Shred all unnecessary paperwork.

CHAPTER 13. LEAVES AND PASSES

It is Army policy that Soldiers use accrued leave as frequently as possible for their welfare and comfort. Leave is an entitlement earned along with pay. Soldiers will use it, not lose it. Commanders and supervisors will establish a leave plan to ensure Soldiers have an opportunity to take leave. Soldiers will plan their leave where it will minimally affect the mission readiness of the unit.

13-1. General Guidelines.

a. Soldiers can take ordinary leave in conjunction with special passes (3-day or 4-day) without a duty day in between the two periods of absences; however, the Soldier must be physically present at the primary duty station, post, duty location or local residence area when departing and returning from leave.

b. Soldiers may not take a pass in conjunction with another pass. Special passes cannot exceed four days in duration.

c. For units, the Commander or designated second-in-command (Executive Officer or Deputy Commander) must remain on peninsula at all times. For staffs, the Director or Deputy Director must remain on peninsula at all times. For both units and staffs, critical positions in the command must remain uninterrupted covered when the primary is on leave. No underlap may exist. Primaries will ensure surrogates receive a handover prior to the primary taking leave.

d. 90% of units must be available at all times; therefore, no more than 10% of Eighth Army Soldiers may be non-available (leave or pass) off the peninsula at one time.

e. Additionally, 80% of available 8A personnel on peninsula must be able to muster within four hours. Subordinate 8A unit Commanders may establish shorter muster standards for leaves and passes based on individual unit readiness procedures.

f. Unit Commanders may establish distance requirements for on-peninsula leave and pass to correspond with muster recall standards."

13-2. Travel Requirements.

a. Soldiers desiring to take leave or travel outside the territory or foreign country of their current assignment must obtain approval.

b. Soldiers requesting to take leave or travel outside the U.S. or outside the territory or foreign country of current assignment are required to submit a travel request via Individual Anti-Terrorism Plan (ITAP) at https://iatp.pacom.mil/, obtain command approval and comply with their unit's S2 requirements.

c. Travel to or within U.S. possessions of Puerto Rico, Virgin Islands, Guam, American Samoa, and the Northern Mariana Islands do not require an individual Anti-Terrorism Plan.

CHAPTER 14. KATUSA SOLDIER PROGRAM

The acronym KATUSA means Korean Augmentation to the United States Army.

14-1. KATUSA Program History. The KATUSA Soldier Program began in July 1950 by an informal agreement between the Honorable Seung-man Rhee, President of the ROK, and General Douglas MacArthur, Commander in Chief, United Nations Command. The original concept of this program was to augment U.S. fighting forces just after the outbreak of the Korean War. After the armistice, KATUSA Soldiers remained with Eighth Army units to receive training that was not readily available in the ROK Army (ROKA) and to enhance Eighth Army's mission capability and maintain the strongest alliance U.S. forces have in the world. The KATUSA Soldier Program has been a continuous program since 1950 with only periodic strength adjustments dictated by requirements. It is important to remember that our KATUSA Soldiers are ROK Army Soldiers assigned to U.S. units and they deserve our trust and respect.

14-2. KATUSA Soldier Rights. Eighth Army assigns KATUSA Soldiers to U.S. Army units. KATUSA Soldiers are not members of the Armed Forces of the U.S; therefore, they are not subject to the Uniformed Code of Military Justice (UCMJ).

a. Leaders will integrate KATUSAs into their units and provided messing, billeting, duty assignments, and use of dayrooms, equipment, and other facilities equally with their U.S. counterparts.

b. KATUSAs shall not be assigned tasks solely as laborers, cargo carriers, permanent guards, houseboys, kitchen police (KP), or other full-time details not directly related to their military occupational specialties (MOSs). The intent of this policy is to ensure that KATUSA Soldiers perform their MOS-related jobs in accordance with their training and duties.

c. Newly assigned KATUSA Soldiers will not undergo an initiation process in their units by senior KATUSA Soldiers. Initiation activities are forbidden because it dilutes the chain of command by which senior KATUSA Soldiers exercise greater authority than granted.

d. While performing Military Police (MP) duties, KATUSA MPs have identical authority and jurisdiction as U.S. MPs, with the exception of administering an oath under Article 136(b)(4), UCMJ 1984.

CHAPTER 15. COMMAND AND SOLDIER RESOURCES

15-1. Open Door Policy. Every Soldier and Civilian employee assigned to Eighth Army is afforded the opportunity to bring suggestions, grievances, and concerns to the direction of the Commanding General through the Open Door Policy. Leaders will make every effort to resolve issues at the lowest possible level to allow immediate supervisors and chains of command the opportunity to assist.

15-2. Inspector General (IG). Soldiers, DA civilians, contract employees, U.S. military retirees, and Family Members may seek help from the IG on any service related matter affecting their welfare and readiness, or for other issues and/or allegations against an individual in violation of regulation or legal standard.

15-3. Equal Opportunity (EO). The Army EO Program is critical to mission accomplishment. A key tenet of the EO Program is that Soldiers are evaluated only on individual merit, fitness, capability, and performance. Eighth Army promotes unit cohesion and readiness by ensuring that all Soldiers, Family Members, and DA Civilians are afforded equal opportunity and an environment free from harassment and unlawful discrimination. This applies both on and off-post, during duty and non-duty hours, and all installation and housing areas. Soldiers may seek redress through the EO Program in cases of harassment and discrimination on the basis of race, color, national origin, religion, gender, or sexual orientation.

APPENDIX A. THE ARMY SONG & THE EIGHTH ARMY SONG

THE ARMY SONG

The Army Goes Rolling Along" is the official song of the U.S. Army. The Army song concludes reviews, parades and honor guard ceremonies. Individuals will stand at attention and sing the lyrics of the Army song when the Army song is played. Individuals will stand at attention during the playing of official songs of other Services.

Verse: March along, sing our song, with the Army of the free.
Count the brave, count the true, who have fought to victory.
We're the Army and proud of our name!
We're the Army and proudly proclaim:

Chorus: First to fight for the right,
And to build the Nation's might,
And The Army Goes Rolling Along.
Proud of all we have done,
Fighting till the battle's won,
And the Army Goes Rolling Along.

Refrain: Then it's hi! hi! hey!
The Army's on its way
Count off the cadence loud and strong
For where'er we go
You will always know
That The Army Goes Rolling Along

THE EIGHTH ARMY SONG

Verse: Soldier on like the warriors of old;
Soldier on in the face of bitter cold;
Soldier on as the heroes have before us
Because we're Eighth Army Strong.

Verse: We are ever strong and getting stronger;
Katchi Kapshida.
Training side by side,
Ready to fight tonight!

Verse: Soldier on like the warriors of old;
Soldier on in the face of bitter cold;
Soldier on as the heroes have before us,
Because we're Eighth Army Strong!

APPENDIX B. CREEDS

Soldier's Creed

I am an American Soldier.
I am a warrior and a member of a team.
I serve the people of the United States, and live the Army Values.
I will always place the mission first.
I will never accept defeat.
I will never quit.
I will never leave a fallen comrade.
I am disciplined, physically and mentally tough,
trained and proficient in my warrior tasks and drills.
I always maintain my arms, my equipment and myself.
I am an expert and I am a professional.
I stand ready to deploy, engage, and destroy the
enemies of the United States of America in close combat.
I am a guardian of freedom and the American way of life.
I am an American Soldier.

The NCO Creed

No one is more professional than I. I am a noncommissioned officer, a leader of Soldiers. As a noncommissioned officer, I realize that I am a member of a time honored corps, which is known as "The Backbone of the Army". I am proud of the Corps of noncommissioned officers and will at all times conduct myself so as to bring credit upon the Corps, the military service and my country regardless of the situation in which I find myself. I will not use my grade or position to attain pleasure, profit, or personal safety.

Competence is my watchword. My two basic responsibilities will always be uppermost in my mind—accomplishment of my mission and the welfare of my Soldiers. I will strive to remain technically and tactically proficient. I am aware of my role as a noncommissioned officer. I will fulfill my responsibilities inherent in that role. All Soldiers are entitled to outstanding Leadership; I will provide that Leadership. I know my Soldiers and I will always place their needs above my own. I will communicate consistently with my Soldiers and never leave them uninformed. I will be fair and impartial when recommending both rewards and punishment.

Officers of my unit will have maximum time to accomplish their duties; they will not have to accomplish mine. I will earn their respect and confidence as well as that of my Soldiers. I will be loyal to those with whom I serve; seniors, peers, and subordinates alike. I will exercise initiative by taking appropriate action in the absence of orders. I will not compromise my integrity, nor my moral courage. I will not forget, nor will I allow my comrades to forget that we are professionals, noncommissioned officers, Leaders!

Commissioned Officers Creed

I will give to the selfless performance of my duty and my mission the best that effort, thought, and dedication can provide.

To this end, I will not only seek continually to improve my knowledge and practice of my profession, but also I will exercise the authority entrusted to me by the President and the Congress with fairness, justice, patience, and restraint, respecting the dignity and human rights of others and devoting myself to the welfare of those place under my command.

In justifying and fulfilling the trust placed in me, I will conduct my private life as well as my public service so as to be free both from impropriety and the appearance of impropriety, acting with candor and integrity to earn the unquestioning trust of my fellow soldiers -- juniors, senior, and associates -- and employing my rank and position not to serve myself but to serve my country and my unit.

By practicing physical and moral courage I will endeavor to inspire these qualities in other by my example.

In all my actions I will put loyalty to the highest moral principles and the United States of America above loyalty to organizations, persons, and my personal interest.

APPENDIX C. COMMANDER'S SEXUAL ASSAULT VICTIM ASSISTANCE CHECKLIST

1. ☐ Ensure the victim's physical safety.

2. ☐ Notify the Brigade or Area SARC immediately. Ensure that the SARC or VA makes contact with the victim as soon as possible.

3. ☐ Encourage the victim to report the incident and get a medical examination immediately (even if the incident occurred prior to the past 72 hours).

4. ☐ Make appropriate administrative and logistical coordination for movement of victim to receive care. (Involve the minimum number of personnel possible and only on a need-to-know basis). *[In Theater]* If needed, assist with obtaining immediate transportation to the victim to the hospital or other appropriate medical treatment facility using a government owned/operated vehicle (DO NOT USE A PERSONALLY OPERATED VEHICLE).

5. ☐ Ask the victim whether he/she is willing to have a Sexual Assault Forensic Examination (SAFE). If the victim elects to have a SAFE, advise the victim of the need to preserve evidence (by not bathing, showering, having anything to eat or drink, urinate, washing garments, or sheets, etc.).

6. ☐ Notify the Criminal Investigation Command and Provost Marshal (IAW AR 195-1, paragraph 6). **Ensure a Sexual Assault Victim Advocate has been assigned to the victim. (Do NOT assess the credibility of the report or conduct any internal command directed investigation of the Sexual Assault.**

7. ☐ If there is alleged collateral misconduct, Commanders have the discretion to defer action on alleged collateral misconduct by Sexual Assault victims (Commanders shall not be penalized for such a deferral action), until final disposition of the Sexual Assault case, taking into account the trauma to the victim.

8. ☐ Notify the Chaplain if the victim desires pastoral counseling or assistance.

9. ☐ Inform the victim of the opportunity to consult with Special Victim's Counsel (SVC).

10. ☐ Report the Sexual Assault incident, within 24 hours of notification, through the chain of command to the following, if entities have not already been notified:

- ☐ Criminal Investigation Command
- ☐ Installation Provost Marshal
- ☐ Commanders in the chain of command (as appropriate)

11. ☐ Ensure the CID notifies victims and witnesses of their rights through a completed Victims and Witnesses of Crime form, DD Form 2701. (Ref: AR 27-10 and AR 600-20, Appendix G).

12. ☐ Confer with commander's legal representative to consider legal options and responsibilities. If the subject is a Foreign National or from a Coalition Force, confer with SJA on responsibilities, options and victims' rights. *[In Theater]*

13. ☐ Ensure the victim is made aware of, and encouraged to exercise, his or her options during each phase of the medical, investigative, and legal processes.

14. ☐ Determine the best courses of action for separating the victim and the subject during the investigation.

- ☐ Determine whether the victim desires to be transferred to another unit.
- ☐ Determine if the suspect needs/desires to be transferred to another unit.
- ☐ A Military Protection Order (MPO) (DD Form 2873), referred to as "no contact orders" may be considered.
- ☐ Coordinate with Sexual Assault resources and chain of command (involve as few people as possible and only on a need to know basis, protecting the victim's privacy) to determine if the victim's condition warrants redeployment/reassignment.

15. ☐ Confer with servicing SJA office to consider pretrial options and responsibilities to include the possibility of pretrial restraint (including a no contact/military protective order) and appropriate disposition of the alleged offense.

16. ☐ Flag (suspend favorable personnel actions) any Soldier listed as a subject in a CID report of investigation IAW AR 600-8-2, and suspend the Soldier's security clearance IAW AR 380-67.

17. ☐ Inform the victim of the resources in theater that are available to them through the Victim and Witness Assistance Program (VWAP) (AR 27-10). This includes assigning a Sexual Assault Victim Advocate to the victim. Also, inform the victim of resources that are accessible from the Area of Operation, (i.e. Military One Source (International: 1-800-464-8107 or International collect: 484-530-5889, 24-hour-a-day, 7-day-a-week); DoD Deployment Health Support Hotline (1-800-497-6267 from 0900-2100 hours, Monday through Friday).

18. ☐ Sexual Assault Incident Response Oversight (SAIRO) Report: A SAIRO report must be submitted within eight calendar days of an Unrestricted Report by the immediate commander.

19. ☐ Update the status of the victim and subject(s) within 14 calendar days and on a monthly basis thereafter, to the battalion or higher-level commander until the case is officially closed. If the victim or subject is transferred or redeployed prior to the case closing, coordinate with investigative and SJA personnel before ceasing monthly updates on parties involved.

20. ☐ Participate in the monthly Sexual Assault Review Board (SARB) as long as the case is open.

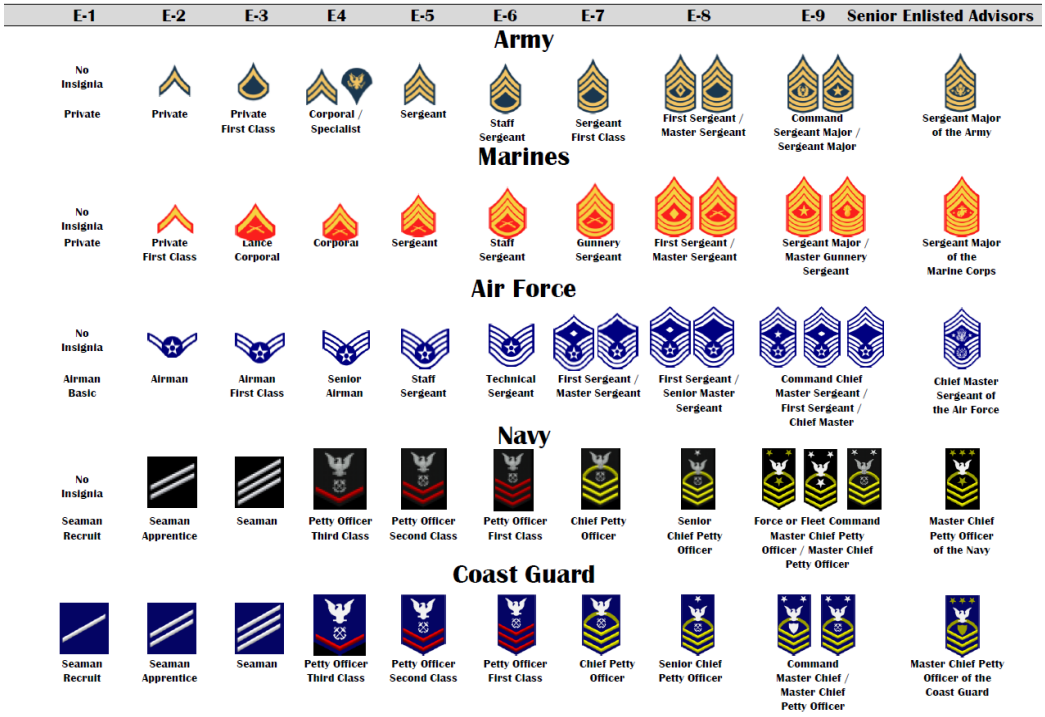
21. ☐ Protect the victim (even if case is unfounded or labeled as insufficient evidence), subject, SARC, and VA from coercion, ostracism, discrimination, or reprisals in person, through electronic communications, or through social media.

22. ☐ Initiate follow-up with the victim within 45 days after disposition of the case.

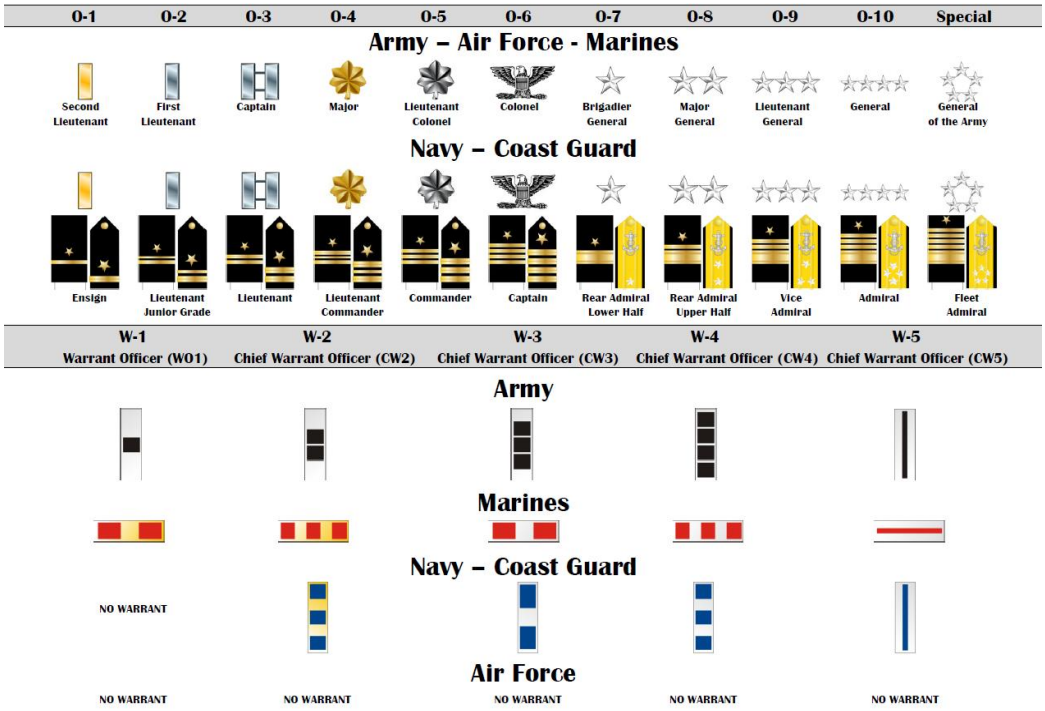
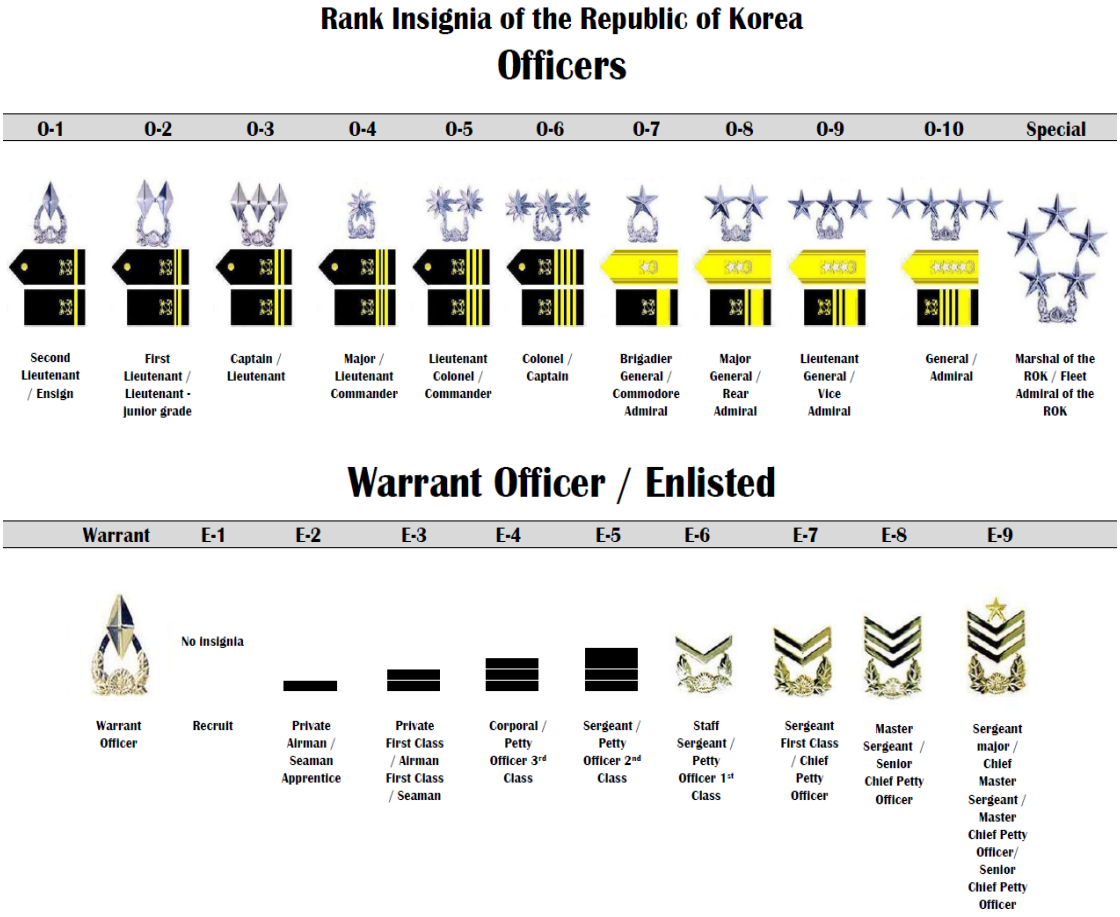
23. ☐ Ensure unit personnel are abreast of risk factors associated with Sexual Assault, especially those risk factors unique to the deployed environment.

APPENDIX D. U.S. AND ROK RANK STRUCTURES

1. U.S. Enlisted Personnel:



2. U.S. Warrant and Commissioned Officer:



3. ROKA Officer and Enlisted: