



DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF G-1  
300 ARMY PENTAGON  
WASHINGTON, DC 20310-0300  
OCT 22 2009

Dear Captain Kalsi:

On May 29, 2009, the then-Deputy Chief of Staff, G-1, received your religious accommodation appeal to wear a beard, uncut hair, and turban in keeping with the tenets of your Sikh faith. Based on the facts of your individual case and subject to the conditions specified in the third paragraph, I am granting your appeal.

Department of Defense Instruction 1300.17, *Accommodation of Religious Practices Within the Military Services*, Army Regulation 670-1, *Wear and Appearance of Army Uniforms and Insignia*, and Army Regulation 600-20, *Army Command Policy*, establish Department of Defense and Army policy regarding Soldier hair and grooming practices and the wear of religious apparel, articles, or jewelry. These references also establish standards for processing requests for religious accommodation.

Based on a review of these standards and the specific facts of your case, I am granting your appeal to wear a beard, uncut hair, and turban in keeping with the tenets of your faith. Your beard, uncut hair, and turban will be neat and well maintained at all times. Your command will provide specific guidance on the proper standards applicable to your wear of a turban, beard and uncut hair. This accommodation is based solely on the facts and circumstances of your case, as balanced against the potential impact of accommodation on "military necessity," defined in Army Regulation 600-20, paragraph 5-6 as including the factors of unit readiness, individual readiness, unit cohesion, morale, discipline, safety and/or health. This accommodation is granted for your attendance at military school and your follow-on assignment. This accommodation cannot be guaranteed at all times and may be revoked due to changed conditions. This accommodation does not constitute a blanket accommodation for any other individual; as each request must be evaluated based on its own unique facts and individual circumstances.

I wish you every success as you move forward in service with our Army.

Sincerely,

GINA S. FARRISEE  
Major General, GS  
Acting Deputy Chief of Staff, G-1