



**DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS UNITED STATES AIR FORCE  
WASHINGTON, DC**

14 JUL 2019

MEMORANDUM FOR MASTER SERGEANT CLAYTON A. HELM

FROM: AF/A1  
1040 Air Force Pentagon  
Washington, DC 20330-1040

SUBJECT: Decision Regarding Religious Accommodation Request –MSgt Clayton A. Helm

I have received your request for religious accommodation to authorize the wear of a beard in observance of your religious faith. After careful consideration of the specific facts and circumstances, I grant your request for accommodation from Air Force personal appearance and grooming standards, subject to limitations described in this decision memorandum. A copy of this decision memorandum will be placed in your automated personnel records.

While assigned or performing routine, non-hazardous duties, you may wear a neat, conservative beard that presents a professional, well-groomed military appearance, and does not exceed two inches in bulk. You may roll and tie the beard to meet the two inch bulk requirement. Additionally, you must comply with all safety and sanitary requirements.

Should you be assigned or directed to perform hazardous duty (duties for which you would be entitled to received incentive pay for hazardous duty, special pay for duty subject to hostile fire or imminent danger, or hazardous duty incentive pay for flying duty) or operate in a hazardous environment (to include a chemical threat), continuation of this accommodation will be evaluated by your chain of command. If your chain of command recommends altering this religious accommodation, the recommendation will be expeditiously forwarded to me for a decision whether to suspend the accommodation during your assignment to such areas. This paragraph is not intended, nor does it operate, to impede command's authority to order immediate removal of facial hair to ensure, for example, a proper gas mask fit in the event of a chemical, biological, radiological, nuclear or explosive threat.

The scope of this accommodation may be limited or withdrawn for reasons of military necessity. If circumstances require you be directed to comply fully with the grooming standards in AFI 36-2903, *Dress and Personal Appearance of Air Force Personnel*, you should be prepared to do so.

My POC is SMSgt Vanessa A. Yarber, DSN: 612-4063 or commercial: 240-612-4063.

BRIAN T. KELLY  
Lieutenant General, USAF  
DCS, Manpower, Personnel and Services

cc:  
AETC/A1