



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

Human Resources Policy Directorate

AUG 30 2010

Mr. Simran Preet Singh Lamba
c/o Mr. Amandeep S. Sidhu
McDermott Will and Emery
600 13th Street NW
Washington, DC 20005-3096

Dear Mr. Lamba:

On March 24, 2010, I received through command channels your religious accommodation appeal to wear a turban and retain your unshorn hair (including beard) in keeping with the tenets of your 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.

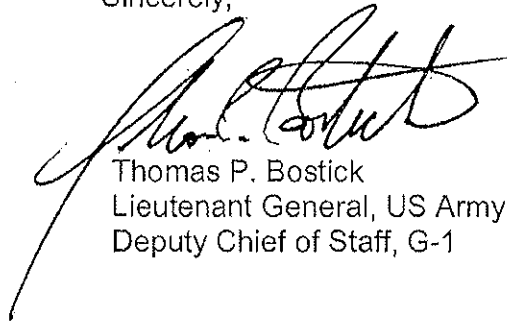
Based on a review of these standards and the specific facts of your case, I am granting your appeal to wear a turban and keep unshorn hair (to include a beard) in keeping with the tenets of your faith. Your beard, uncut hair, and turban will be neat and well maintained at all times. Your command will 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 basic military training and military occupational school.

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,

A handwritten signature in black ink, appearing to read "Tom Bostick", written in a cursive style. The signature is positioned above the printed name and title.

Thomas P. Bostick
Lieutenant General, US Army
Deputy Chief of Staff, G-1