

25th Infantry Division

Blue Book



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MEMORANDUM FOR All Leaders and Soldiers Assigned to Units within the 25th Infantry Division

SUBJECT: 25th Infantry Division Blue Book

1. The 25th Infantry Division Blue Book provides the standards of conduct and appearance for all Soldiers serving in the 25th Infantry Division. Our intent is to have a simple set of standards that Leaders and Soldiers know and use. Leaders will assess each situation and apply the standards in this document along with common sense consistent with the Army Values to enable operations. We do not intend for this document to limit a leader's options, but rather to provide them latitude based on their specific mission and requirements.

2. Compliance with these standards is compulsory.

3. First, we embody **Lightning Discipline**, holding ourselves accountable to the highest standards. We train, test, and trust each other, guided by our **"Big 5" – Physical Readiness, Lethality, Fieldcraft and Survivability, Small Unit Drills, and Mobility**. Second, we embrace **Leader Initiative and Agility** by prioritizing leader development, sharing hardship, and leading the Army in continuous Transformation in Contact. Third, we **Strengthen Our Soldiers, Families, and Community** by building trust through face-to-face communication and fostering a spirit of Ohana.

4. Thank you for all that you and your Families do in selfless service to the defense of our Nation. We are honored to serve alongside you.

TROPIC LIGHTNING, STRIKE HARD!

SHAUN D. CURRY
CSM, USA
Division Command Sergeant Major

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Major General, USA
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CHAPTER ONE: Commanding General's Intent

1. Commanding General's Intent. It is an honor to serve in the Army's Pacific Division. The 25th Infantry Division, along with the U.S. Army Hawaii community, is a team committed to answering our Nation's call with unwavering readiness. To achieve this readiness, we focus on three core fundamentals that serve as the foundation of our priorities, and they apply to every Leader, Soldier, and Civilian serving in our ranks.

First, we have **Lightning Discipline** – rooted in our Army Values and Warrior Ethos, we hold each other accountable to the highest standards. We train, test, and trust each other to execute our Mission Essential Tasks (METs) with precision. Our Lightning Discipline is guided by the "**Big 5**," where brilliance is achieved through repetition:

1. **Physical Readiness:** Building physical, mental, emotional, and spiritual strength.
2. **Lethality:** Killing what we can sense at maximum range, even at night.
3. **Fieldcraft and Survivability:** Sustaining and thriving in the field.
4. **Small Unit Drills:** Winning the first fight and keeping command posts operational.
5. **Mobility:** Leveraging land, sea, and air mobility to enhance our lethality.

Second, **Leader Initiative and Agility** – this starts with leader development, a daily responsibility. We are committed to learning and improving, sharing hardships with our Soldiers, and seeking every opportunity to grow stronger together. Our Non-Commissioned Officer Corps leads the way by training, empowering, innovating, and solving problems.

Third, **Strengthening Soldiers, Families, and Community**. Our strength lies not only in our Soldiers, but also in our Families and the community. Face to face communication is essential to building strength and trust. We embrace each new Soldier and their Family, and we integrate all partners as members of our Ohana.

Finally, our culture is bounded by four priorities - our #1 priority is **Warfighting Readiness** to provide the Army a Pacific-based Division prepared to deploy, fight, and win. We fulfill our moral obligation to ensure our people are well-trained and are members of cohesive teams by focusing on our "**Big 5**." Priority #2 is our **Partnerships**, focusing on readiness and interoperability abroad and in the local community. We never take for granted the privilege of being part of the larger Hawaiian Ohana. Priority #3 is continuously driving **Transformation** to deliver warfighting advantages. Priority #4 is **Strengthening the Army Profession** by being the Army's experts on warfighting in the Pacific and sharing our lessons learned. Leaders will align goals with these priorities; and continually and deliberately assess.

2. Purpose. This book establishes common standards across 25th Infantry Division (25ID).

3. Applicability. This book applies to all Soldiers and DA Civilians serving in 25ID.

4. Responsibilities. Commanders and leaders will ensure Soldiers present a neat appearance and conduct themselves professionally both on and off duty. Soldiers will take pride in their appearance and properly conduct themselves while on and off duty. Leaders will read and understand this book, brief their Soldiers, and enforce these standards. All Soldiers will have on their person a physical or digital copy of this book while in uniform.

CHAPTER TWO: General Policies

1. General Policies

a. Military Customs and Courtesies. Army customs have been handed down over centuries and add to the interest, pleasure, and graciousness of Army life. Many customs compliment military courtesy, and a breach of Army customs may result in disciplinary action. The customs of the Army are its common law.

(1) Saluting. Soldiers in uniform are required to salute in garrison environments. Soldiers who recognize an officer or senior officer while in uniform (including PT uniform) will salute and render the appropriate response as outlined below:

(a) Each salute should be rendered upon recognition with a greeting and response. The 25ID greeting is, “**Sir or Ma’am, TROPIC LIGHTNING.**” The response is “**STRIKE HARD**” or their unit motto.

(b) When approaching an NCO or senior NCO, the appropriate greeting of the day is “**SERGEANT/FIRST SERGEANT/SERGEANT MAJOR, TROPIC LIGHTNING.**” The response is “**STRIKE HARD,**” or their unit motto.

(c) Soldiers will salute officers in official vehicles, identified either by rank, vehicle plates, or flags, IAW AR 600-25.

(d) Units will call “Attention” or “At Ease” appropriately when leaders enter a building or room IAW TC 7-22.7. **When in a Warrior Restaurant, the common courtesy is “At Ease” for both LTC/CSM or higher.**

b. Morning Parade. Every Company will conduct formations twice daily to facilitate accountability, inspect uniforms, reinforce standards and discipline, instill attention to detail, and enhance professionalism. Monthly, an additional formation will be held to inspect the Army Green Service Uniform (AGSU)/Army Service Uniform (ASU).

(2) Reveille, Retreat, and National Anthem. Soldiers (on and off duty, in or out of uniform) will render proper honors during Reveille, Retreat, and the National Anthem IAW AR 600-25. If traveling in a government or privately owned vehicle (car, truck, motorcycle, bicycle), service members will stop and exit their vehicle and render appropriate honors. If the location or situation is unsafe to exit the vehicle, at a minimum, Soldiers will stop their vehicle. The senior Soldier onboard any bus or truck transporting personnel will be the only party required to dismount and render appropriate honors.

(3) When speaking to or being addressed by an officer of superior rank, stand at attention until directed otherwise.

(4) When speaking to or being addressed by an NCO of superior rank, stand at parade rest.

(5) Walk on the left of an officer or NCO of superior rank.

(6) Never criticize leaders, Soldiers, or the Army in public.

(7) Always make proper use of your chain of command.

(8) Make no excuses while taking responsibility for your actions.

c. Mahalo Friday Time. Commanders will release their Soldiers and leaders at 1500 each Friday with no other tasks to complete. Mahalo Fridays are for personal and Family time. Prior to release, Company Commanders and 1SGs will inspect at least 10% of their Soldier's barracks rooms. While some Soldiers will undoubtedly have to accomplish mission critical tasks after 1500, Soldiers will be compensated for this time. I expect leaders to have a plan – this is non-negotiable. (Refer to 25ID Lightning Operations Guidance).

d. Battle Buddy. The battle buddy team is a tradition that dates back to the early 2000's and is the best system for looking out for one another. Leaders will ensure all newly assigned Soldiers are paired with an experienced Soldier from the individual's team, squad, or section. Soldiers should always operate as a two-person team, on or off duty. The battle buddy does not replace the newly assigned Soldier's assigned sponsors.

e. Corrective Training. IAW AR 600-20 Army Command Policy, brief physical exercises such as push-ups may be used as corrective training for minor acts of indiscipline. Corrective training will be directed only at the Soldier(s) requiring correction.

f. Guidelines for Cell Phone Use (Off Duty). No work-related texts, chats, or messages before 0500 or after 1800 local time, unless a unit or person is still working due to mission requirements. Soldiers in an authorized absence status, to include weekends or a Day of No Scheduled Activities (DONSAs), will not be contacted for official reasons unless emergency circumstances related to life, health, or safety.

CHAPTER THREE: Uniforms and Appearance

1. Personal Appearance Policies. A Soldier's appearance is a statement of their professionalism, discipline, and dedication to duty. All Soldiers will always abide by AR 670-1, DA Pam 670-1, and applicable Army Directives, MILPERs, and ALARACTs. Every Soldier is a leader and is expected to present a professional image and will continue to set the example in military presence, both on and off duty. AR 670-1 dictates Army standards on personal hygiene, grooming, tattoos, and jewelry. Pride in appearance includes physical fitness and adherence to acceptable weight standards IAW AR 600-9 and applicable Army Directives, MILPERs, and ALARACTs. Leaders are expected to enforce

these standards. Violation of the specific prohibitions and requirements set forth in this chapter may result in adverse administrative action and/or punishment under the UCMJ.

a. Male Appearance and Grooming Standards. Soldiers will abide by AR 670-1 grooming standards.

(1) Hair Color and Style. In accordance with AR 670-1, male haircuts will always be groomed in a neat and professional manner.

(a) The bulk (defined as the distance the hair protrudes from the scalp) will not exceed two inches – as the hair is styled, it will not exceed two inches from the scalp. The bulk of the hair from the sides of the head will not exceed one inch. Hair will be tapered or faded starting at zero length or at 1/4-inch length at the sideburns and around the ears. Hair must blend evenly around the sides and back and will not fall over the ears. If the hair does not part naturally, the Soldier may cut a part in the area where the Soldier would normally part the hair (no wider than 1/8-inch wide). The part will be one straight line, or if slanted or curved, align with the natural hairline. Male Soldiers are not authorized to wear locs, braids, or twists.

(b) Only natural shades of hair coloring are authorized, defined as any shade of hair that grows from the scalp without artificial coloring. Hair color must be applied in a blended, subtle manner, and free of abrupt or extreme artificial contrasts in shading.

(2) Facial Hair Grooming Standards. All male Soldiers must remain clean shaven while in uniform or on duty unless they have an authorized exception associated with a medical profile or approved religious accommodation. Mustaches groomed IAW AR 670-1 are authorized, but permanent shaving profiles are prohibited. An accumulation of Exceptions to Policy to the facial hair grooming standards totaling more than 12 months in a 24-month period may result in administrative separation.

(a) Medical exceptions require a DA Form 3349-SG (Profile) and an Exception to Policy signed by the first O-5 in their chain of command.

(b) Religious accommodations exceptions must be officially approved and documented IAW AR 600-20 and maintained in accordance with AR 670-1 or a DCG, G-1 approved Exception to Policy. Soldiers with a pending religious accommodation must fully comply with AR 670-1 and may not modify any grooming standards until the exception is officially approved.

(c) Mandatory Exception Documentation Presentation. While on duty (in uniform or civilian attire), Soldiers with exceptions (medical or religious) will maintain documentation (Exception to Policy or approved religious accommodation decision memorandum) on their person and present that documentation when requested. Leaders outside of the chain of command may not ask Soldiers to present or review copies of any medical exception form

(DA Form 3349-SG).

(d) Any Soldier can respectfully address a situation wherein a Soldier is not in compliance with AR 670-1 facial hair standards (on-the-spot correction), and/or ask for the Soldier's unit and the name of their Commander or First Sergeant to address the concerns with the unit leadership.

(3) Cosmetics, Fingernails, and Jewelry

(a) **Cosmetics.** Cosmetics, defined as decorative preparations intended to enhance the appearance of the body, are prohibited for males, unless by medical exception. All Soldiers are permitted to use clear lip moisturizers. Soldiers may not cover tattoos or brands with bandages or cosmetics to comply with Army policy.

(b) **Fingernails.** Male Soldiers are not authorized to wear nail polish of any kind, which includes clear nail polish, unless by medical exception. Fingernails will be kept trimmed and will not extend beyond the tip of the finger.

(c) **Jewelry.** IAW AR 670-1, Soldiers are prohibited from attaching, affixing, or displaying objects, articles, jewelry, or ornamentation to, through, or under their skin, tongue, or any other body part - this applies on or off duty. Male Soldiers may wear earrings off duty, if the earrings do not create or support ear gauging. Male Soldiers are not authorized to wear earrings while in any military uniform or while on duty in civilian attire.

b. Female Appearance and Grooming Standards. Soldiers will abide by AR 670-1 grooming standards. Hairstyle techniques will encompass the entirety of the scalp. Bangs must remain above the eyebrows when worn and be no shorter than the middle of the forehead. There is no minimum hair length for female Soldiers, and they are allowed to shave or trim their heads (whole scalp). Female Soldiers are not allowed to wear braided or unbraided ponytails when in any variation of the dress uniform. Hair must be styled above the collar or secured in a bun above the collar when in service or dress uniform variations.

(1) Hair Color and Style.

(a) **Hair Color.** Must present a professional and natural appearance, defined as any shade of hair that grows from the scalp without artificial coloring. Only natural shades of hair coloring are authorized and must be applied in a blended and subtle manner. Hair color must be free of abrupt or extreme artificial contrasts in shading.

(b) **Buns.** Female Soldiers are authorized to wear a bun which will be worn on the back of the head and may extend a maximum of three inches from the scalp and no wider than the width of the head. Buns will be centered at the back of the head, positioned horizontally in line with the top of the ears when viewed from the side. The bottom portion of the bun may fall at or above the collar.

(c) **Ponytails.** Female Soldiers are authorized to wear a single braided or a single unbraided ponytail while in the ACU or the APFU. Hair must be neatly fastened and secured

in a single ponytail. The bulk of the ponytail must not exceed the width of the head. The ponytail length must not exceed six inches from the top of the collar. The minimum length is at least one inch, measured from the base of the ponytail holder. The ponytail will be centered at the back of the head and positioned horizontally in line with the top of the ears when viewed from the side. Soldiers are not allowed to wear braided ponytails when wearing any variation of the dress uniform.

(d) Braids, Locs, Twists, and Cornrows. Multiple braids, locs, twists, or cornrows may be uniformly styled and gathered into braids or a single ponytail to ensure a cohesive appearance. Soldiers are allowed to wear up to two braids, with no braid exceeding two inches in width, and no longer than six inches when measured from the top of the collar. The braids or braided ponytail cannot be worn over the shoulder or pulled in front of the body. Soldiers are not allowed to wear braided ponytails when wearing any variation of the dress uniform.

(e) Devices. Visible hair-holding devices used to secure hair will closely match the Soldier's hair color. Devices must blend naturally with the hair, should be discreet and complement the overall appearance, and be no larger than 1/2-inch thick.

(2) Cosmetics, Fingernails, and Jewelry.

(a) Facial Makeup. Makeup is applied for the purpose of achieving an even, uniform skin tone that matches the natural complexion on the face and neck. Makeup will be applied in a conservative manner that maintains a professional and uniform appearance. Makeup will not be used to enhance or alter facial features by adding color that does not match the natural complexion. Makeup designed to cover tattoos is prohibited.

(b) Eyelash Extensions. Eyelash extensions of any kind are not authorized. False eyelashes are authorized only through a medical profile (DA Form 3349-SG). When medically authorized, false eyelashes must match the Soldier's natural color and will not exceed nine millimeters in length.

(c) Cosmetics. Lipstick is not authorized. Soldiers may wear clear or skin-tone tinted lip gloss. All Soldiers are permitted to use clear lip moisturizers. Lip liner is not authorized unless by medical exception. Soldiers may not cover tattoos or brands with bandages or cosmetics to comply with Army policy.

(d) Fingernails. Female Soldiers are only authorized to wear clear nail polish. Only square or rounded nail shapes are authorized. Fingernails will not exceed 1/4 inch in length as measured from the tip of the finger.

(e) Jewelry. IAW AR 670-1, Soldiers are prohibited from attaching, affixing, or displaying objects, articles, jewelry, or ornamentation to, through, or under their skin, tongue, or any other body part. This applies to all Soldiers, on or off duty. The only exception is the wear of earrings.

(f) Earrings. Female Soldiers are authorized to wear earrings in the ACU, dress, and service uniforms. Earrings must be worn as a matched pair, with only one earring per

earlobe. No other facial or visible piercings are permitted in any uniform. Earrings will not exceed six millimeters or 1/4 inch in diameter and may be gold, silver, clear diamond, or white/ivory pearl. Hoop, two-sided, or drop earrings are not authorized. Earrings are not authorized during physical fitness activities, in tactical/field environments, during combat or operational-related deployments, or in locations where access to regular hygiene is not available. Earrings are not authorized in the APFU.

c. Electronic Devices.

(1) Soldiers WILL NOT walk and talk on an electronic device or walk and text while in uniform. This applies to the use of a hands-free device or when the cell phone is in speaker mode. At no time will music be played during runs or foot marches via personal devices. No phones will be carried in the hand while conducting PRT.

(2) Individuals must use caution while wearing headphones and conducting outdoor activities. When wearing headphones, individuals will not conduct activities on roadways and must use caution while crossing roads. Individuals will limit their activities to the sidewalks, running tracks, and/or designated fitness trails. Soldiers may use headphones in uniform only while performing individual PRT in indoor gyms or fitness centers IAW AR 670-1.

(3) The wearing of any portable headphones, earphones, or other listening devices while operating a military vehicle is prohibited.

d. Eyewear. Conservative civilian prescription eyeglasses are authorized for wear with all uniforms. Conservative prescription and nonprescription sunglasses are authorized for wear when in a garrison environment. At no time will glasses be worn on top of the head. Sunglasses are not authorized in formation unless directed by a medical authority. Commanders may authorize sunglasses in formations or field environments, as appropriate. Mirrored lenses are not authorized. Tinted or colored contact lenses are not authorized for wear with the uniform. The only exception is for opaque lenses that are prescribed medically for eye injuries. Contact lenses may be restricted by the Commander for safety or mission requirements.

e. Boots. Only boots authorized for wear IAW AR 670-1 may be worn. Boots will be bloused and laced IAW AR 670-1 in duty uniform and excess bootlaces may be wrapped around the top of the boot. Non-standard boots are not authorized. In the field uniform, boot lacing may skip one hole or eyelet. Zippers, ID tags, or other items will not be affixed to the boot in any way.

f. Miscellaneous.

(1) **Cuffed Sleeves.** During field training exercises and after approval from the Commander, the sleeves of the ACU may be down and cuffed inside or outside the coat one or two times.

(2) Army Combat Shirt (ACS). The ACS is authorized only while conducting tactical training events (i.e. field exercises, range, tactical ruck march, wear of Improved Outer Tactical Vest (IOTV/Plate Carrier)) and must be worn with nametape, unit patch, and U.S. Flag (Subdued/IR). The ACS will not be worn as a stand-alone top while in garrison. The ACS will NOT be worn off post, in dining facilities, shoppettes, gas stations, PX, Commissary, or in any other business on the installation.

(3) Tactical Vehicle Uniform. When inside of a tactical vehicle, the minimum uniform will include Authorized Protective Eyewear List (APEL) approved eye protection, gloves, and the Army Combat Helmet (ACH) or the Integrated Head Protection System (IHPS).

(4) Water Source. During tactical training, the only authorized water sources are Central Issue Facility (CIF) issued one- and two-quart canteens, and camel backs.

2. Utility Uniforms. Utility uniforms include the ACU in the operational camouflage pattern (OCP) or the Improved Hot Weather Combat Uniform (IHWCU). All military uniforms will be worn IAW AR 670-1 and DA Pam 670-1. Soldiers will wear, at a minimum, the U.S. Army and name tapes, rank, U.S. Flag (full color in garrison), and shoulder sleeve insignia – current organization (unit patch). The U.S. Flag will be worn on the right shoulder velcro pocket. If worn, the shoulder sleeve insignia – military operations in hostile conditions (combat patch) will be worn on the right shoulder velcro pocket, below the U.S. Flag. When wearing the combat patch on the IHWCU, the U.S. Flag will be worn on the right shoulder pocket flap. The Jungle Tab can be worn by those authorized to wear it; however, it will not be worn when outside of the INDOPACOM area of responsibility. ACUs will not be worn off-post in any establishment which primarily serves alcohol.

a. Patches. For ceremonies, the colored Tropic Lightning patch may be worn with the colored US Flag. All other patches or tabs will remain subdued. During field training, leader call sign patches may be worn on the left pocket flap. No unauthorized patches (civilian morale or foreign military patches) will be worn on the uniform or an item of issued equipment with the following exceptions:

(1) While deployed for Operation Pathways, Soldiers may exchange patches with partnered forces. Soldiers may wear partner force patches if approved by an O-6 level Commander.

(2) Soldiers assigned to the Combat Aviation Brigade wearing the Army Aviation Combat Uniform are authorized to wear their approved Company flight patch on their right chest above their name tape.

b. Flight Suit. The Army Aviation Combat Uniform (A2CU) is worn while performing aerial flight, on standby awaiting flight, refueling duties, and/or other specified duties as directed by the Commander (Battalion or above). A2CUs are not authorized for everyday

wear in garrison or office environments. Sleeves will not be pushed or rolled. Personnel wearing the A2CU outside of the flight line will blouse their trousers.

c. Headgear. Soldiers in uniform will wear appropriate headgear when outdoors. When headgear is stored, it will not create a bulky appearance or protrude from any pocket.

(1) Patrol Cap. The patrol cap will be worn straight on the head so that the cap band creates a straight line around the head, parallel to the ground. The cap is worn so that no hair is visible on the forehead beneath the cap.

(2) Sun “Boonie” Hat. 25ID Soldiers who have graduated the Jungle Operations Training Course (JOTC) are authorized to wear the boonie hat as their garrison headgear in the INDOPACOM AOR. Rank, Jungle Tab, and nametape will be sewn to the boonie hat. RECON, scouts, and JOTC Cadre may add “cat eyes” on the back of the boonie hat for field conditions. The drawstring should not be worn underneath the chin. The boonie hat is authorized for wear by all 25ID Soldiers in a field environment or during a special ceremony, as directed by their Commander. When worn in the field, the boonie hat is only authorized during daylight hours when contact is not likely.

(3) Ballistic Helmet. The only authorized ballistic helmets are the Army Combat Helmet (ACH) and the Integrated Head Protection System (IHPS).

(4) Beret. The beret will only be worn with the ASU. IAW AR 670-1, the beret will be worn level on the head, approximately one inch above the eyebrows with the flash centered over the left eye. The excess materials will drape over the right ear, extending to at least the top of the ear and no lower than the middle of the ear. The beret will never completely cover the right eye. The drawstrings will be tied off and the ends cut. The black beret will not be worn with the AGSU.

(5) Garrison Cap. The garrison cap will be worn with the AGSU. The garrison cap will be worn with the front vertical crease of the cap centered on the forehead in a straight line with the nose, with the front lower portion of the cap approximately 1 inch above the eyebrows (approximately the width of the first two fingers). The cap is placed on the head in such a manner that the front and rear vertical creases and the top edge of the crown form unbroken lines in silhouette, and the ridge of the cap is parallel to the ground while standing at attention.

(6) Service Cap. All Soldiers may wear the service cap with the AGSU and ASU. The service cap is worn straight on the head so that the braid hatband creates a straight line around the head, parallel to the ground. Such positioning automatically positions the visor correctly so that it does not interfere with vision or ride up on the forehead.

3. Uniform Configurations. The standard for all Soldiers is to look like a professional and skilled Light Fighter. The following uniform configurations are the 25ID baseline in a training

environment. The three configurations are the Jungle Uniform, Light Fighter Uniform, and Foot March Uniform. All Soldiers will camouflage their face, neck, and exposed skin during tactical training exercises, free of white and faddish patterns, IAW the Soldier's Manual of Common Tasks, STP 21-1-SMCT.

a. Jungle Uniform. Same as the utility uniform with the following exceptions/additions: boonie; subdued/IR U.S. Flag; clean, serviceable, complete personal protective equipment (PPE) (gloves, eyepro, and earpro), fighting load carrier (FLC) / tactical assault panel (TAP) worn IAW BDE/BN standard operating procedures (SOP); issued hydration system; and issued tourniquet and improvised first aid kit (IFAK). Soldiers are authorized to wear ballistic spectacle eye protection issued by the Army to include smoke/tinted/clear lenses if they are part of the Authorized Protective Eyewear List (APEL). During hours of limited visibility, Soldiers will wear their ballistic helmet to support the use of night vision devices. When contact is likely, Soldiers will wear the Light Fighter Uniform.

b. Light Fighter Uniform. Same as Jungle Uniform but adds improved outer tactical vest (IOTV) / interceptor multi-threat body armor system (IBA) with or without ESAPI ballistic plates (Front, back, and side plates are required for all maneuver live fire exercises). Soldiers will wear ACH or IHPS and helmet scrim is authorized. FLC/TAP is not required to be worn with the IOTV/IBA as long as the appropriate pouches (IAW BDE/BN SOPs) and IFAK are attached to the body armor. The protective mask will be worn on the hip, if required based on the MOPP level. Commercial body armor is not authorized.

c. Foot March Uniforms. Alice-style rucksacks are not authorized for use. Rucksack straps will be buckled, taped, and stowed. The FLC/TAP is required with CIF issued water sources (canteens and/or camel back).

(1) Tactical Foot March Uniform. Tactical foot marches will be conducted in either the Jungle or Light Fighter Uniform including rucksack (can be replaced with the Army-issued assault pack or medium rucksack). The FLC/TAP is required. The wear of ACH, IHPS, boonie, PC, or no headgear will be determined appropriately. Assigned weapons are authorized but not required.

(2) Conditioning Foot March Uniform. The APFU with boots and rucksack (can be replaced with the Army-issued assault pack or medium rucksack) is required for conditioning foot marches. The FLC/TAP is required. Carrying a weapon while in APFU is not authorized.

4. Physical Readiness Training (PRT)

a. General. All 25ID Soldiers will conduct PRT when in garrison, Monday through Friday. The protected morning PRT time is 0630-0800. This time is allotted, not required. While on duty, all Tropic Lightning Soldiers will perform PRT with their

Soldiers and/or leaders. **No Soldier will conduct PRT alone.** Formation runs on civilian-trafficked roads will be completed by 0730, exceptions to this rule reside with O-5 level Commanders. Afternoon PRT is authorized for heat acclimation. Units conducting afternoon PRT are not required to conduct morning PRT. No activities will interfere with scheduled PRT sessions without approval from the first O-5 level Commander in the Soldier's chain of command.

b. Uniform. The 25ID PRT uniform is the Army Physical Fitness Uniform (APFU). Leaders may adjust the uniform based on weather and environmental conditions. The approval authority for wearing the APFU outside of PRT is the first O-5 level Commander in the chain of command. Soldiers may enter on-post establishments in APFUs only if they present a clean and neat appearance. The APFU is not authorized to wear at off-post establishments.

c. Unit T-Shirts and Sweatshirts. BN Commanders may substitute the APFU t-shirt for a distinctive unit t-shirt. The unit t-shirt or sweatshirt is an optional purchase for Soldiers. Unit t-shirts and sweatshirts are only authorized at the Company/detachment or higher echelon. Platoon-level unit t-shirts are not authorized. If a Company/detachment authorizes a unit t-shirt, it will contain the same BN logo on the front of the shirt. The Company logo may only be placed on the back of the battalion t-shirt. The logo will be in good taste and absent of profanity, nudity, vulgar images, or any image which may be offensive. A Soldier's rank, call sign, and up to two special tabs may be added to a unit t-shirt or sweatshirt.

d. Reflective Belt. During hours of limited visibility and when necessary, leaders will ensure their Soldiers wear an orange reflective belt. When worn around the rucksack, Soldiers will also wear an illumination device (flashlight, chemlight, reflective tape) that is visible from their front.

e. Runner's Belt. Leaders are authorized to wear a runner's belt while wearing the APFU. Runner's belts are not authorized with any other duty or utility uniform. Runner's belts must be black in color and may not exceed four inches in width. Leaders may place a cellphone in the runner's belt, but it will not be visible. Commanders may prohibit the wear of runner's belts based on unit safety assessments or mission-specific risk factors.

f. Pool PRT. Pool PRT is an authorized PRT session with prior coordination at Richardson Pool. Appropriate civilian swim attire is authorized.

g. Off-Post PRT. Leaders are encouraged to capitalize on the opportunity to conduct PRT at an off-post location. BN Commanders are the approval authority for off-post PRT. The OIC/NCOIC is responsible for establishing the appropriate civilian attire. However, Soldiers will wear civilian attire that is in good taste and absent of profanity, nudity, vulgar images, or any image which may be offensive. Weapons and dummy rifles are not authorized during off-post PRT.

5. Official Travel or Temporary Duty (TDY). When Soldiers are traveling in an official capacity (on TDY orders), they will at all times present themselves in a professional manner. The TDY travel uniform for all 25ID Soldiers is civilian clothes equivalent to business casual attire. This includes collared shirts, pants, closed toed shoes for males and same or appropriate business casual attire for females. Shorts, t-shirts, and open-toe sandals are not authorized while in transit during TDY travel.

6. Aloha Attire. Aloha attire is considered the equivalent of casual and business casual. The two types of Aloha attire are Aloha Casual and Aloha Crisp.

a. Aloha Casual. Aloha Casual consists of a button-down shirt, polo shirt, aloha shirt with shorts (not board shorts), and sandals (dressy slippers/flip-flops) for males and a sundress or Mu'umu'u or blouse, polo shirt, Aloha shirt with a skirt or shorts, and sandals (dressy slippers/flip-flops) for females.

b. Aloha Crisp. Aloha Crisp consists of a button-down shirt, polo shirt, aloha shirt, sport jacket (optional) with slacks (no blue jeans), and closed-toe dress shoes for males and cocktail-type dress or Mu'umu'u or blouse, polo shirt, or Aloha shirt with a skirt (below the knees) or slacks, and dress shoes (such as pumps) for females.

7. Off Duty Appearance. Civilian attire worn on post should be clean, well-maintained, properly fitted and present a neat and orderly appearance. Examples of prohibited attire are below:

a. Clothing containing obscene, discriminating, harassing, offensive, or suggestive images or words.

b. Clothing that is excessively short or baggy.

c. Clothing that is excessively torn or dirty.

d. Clothing that is considered nightwear or sleepwear.

e. Soiled or sweaty athletic clothing, except while in recreation areas, such as PRT fields, tracks, and outdoor exercise equipment.

f. Underwear as outerwear or clearly visible underwear (sports bras, boxers).

8. Motorcycles, Scooters, and Bicycle Uniform. Refer to AR 385-10 and applicable state law. Soldiers are authorized to wear commercially designed protective headgear while in uniform when operating motorcycles, bicycles, scooters, or other similar vehicles and are required to do so on post and/or while in uniform. Personnel are only authorized to wear protective headgear while actively operating motorized and non-motorized forms of transport, which includes mounting and dismounting. While in uniform, wearing the protective

headgear to and from a building is not authorized – Soldiers will wear authorized Army headgear.

CHAPTER FOUR: Personal Conduct

1. Personal Conduct. As members of the Profession of Arms, Soldiers are expected to conduct themselves as professionals both on and off duty by living the Army Values and the Soldier's Creed. Soldiers will use professional language in public and common areas while on duty. Soldiers will demonstrate appropriate respect for all civilian authorities on and off the installation.

a. Use of Personal Social Media. THINK, TYPE, POST. "Think" about the message being communicated and who could potentially view it; "Type" a communication that is consistent with Army values; and "Post" only those messages that demonstrate dignity and respect for self and others. Soldiers and their Families are personally responsible for all content they publish on social networking sites, blogs and other websites.

b. Use of Tobacco. Individuals under the age of 21 will not purchase, possess, or consume tobacco products on 25ID installations per U.S. Law. Smoking areas shall be designated no less than 50 feet from any building; the use of smokeless tobacco, vaping, and tobacco devices is limited to the designated smoking areas. Electronic cigarettes, smokeless tobacco, and vaping devices will be treated the same as traditional cigarettes and not be used indoors or in the workplace and are not authorized in military or government vehicles. Smoking, smokeless tobacco, vaping, and tobacco use of any kind, while walking in uniform, is not authorized.

c. Use of Alcohol. The minimum age for possession, purchase, and consumption of alcoholic beverages in the State of Hawaii is 21 (See AR 215-1, paragraph 10-1). Military personnel will not have a blood alcohol level of 0.05 percent or above when reporting for or while on duty. Individuals may consume alcoholic beverages in quarters and designated on-post facilities. Alcohol may be consumed in military uniform at official military social functions (on and off installation) if approved by an O-5 level Commander and above.

2. Barracks. Soldiers deserve to live in a clean, healthy, and safe environment. This environment must provide privacy and comfort, as well as a predictable living standard regardless of the unit of assignment. Soldiers will maintain rooms with an emphasis on cleanliness, safety, and proper accountability. Soldiers will maintain the hallways, entryways, laundry rooms, and dayrooms of the assigned barracks.

a. Battalion CQ/SD Requirements. Each Battalion and Company will establish their own SOPs; however, the following are the minimum mandatory requirements: all units will utilize a DA Form 6 for all CQ and SD rosters that will be maintained by the Battalion Operations Sergeant Major, 1SG, or equivalent. Unit Commanders will maintain a SD Officer and NCO and/or CQ to safeguard the barracks and residents. At all times, the chain of command is responsible for the safety, security, and cleanliness of the environment in which their Soldiers live. Use of Personal Electronic Devices (PEDs) at duty desks is

approved for the explicit purposes of replacing the unit's lack of phone lines at the desk and for personal and/or professional development (Professional Military Education, college, civilian certifications, studying doctrine, etc.). PEDs will not be used for streaming media or scanning social media while on CQ/SD.

b. Barracks Checks. We own the barracks. Leaders have an inherent responsibility to maintain proper living standards and conditions. Leaders will be present in the barracks conducting inspections and courtesy checks during duty and non-duty hours. Commanders will establish unit SOPs to enforce leadership involvement in the health and welfare of their Soldiers. At a minimum, SOPs will contain the following guidance:

(1) Initial. Squad Leaders or Platoon Sergeants will conduct a joint move-in inspection with all newly assigned Soldiers. Leaders will explain the work order process and provide a detailed brief on expectations for conduct, standards, and cleanliness of the room, common areas, and around the building. BN Commanders will standardize room markings.

(2) Leadership Presence. Leaders will check their Soldier's barracks room regularly to identify deficiencies, functionality, cleanliness, security, and overall safety of the room. At a minimum, on duty days, team leaders will check daily, squad / section leaders check twice a week, platoon leader / platoon sergeants will check every two weeks, and Company Commander and/or 1SGs will check 10% weekly. Leader checks on DONSA's or the weekend are encouraged.

(3) Termination. The BDE barracks manager will conduct a joint move-out inspection with all departing Soldiers. The goal is to ensure that all rooms are maintained at the highest level of cleanliness, security, functionality, and safety. Moreover, this process allows incoming Soldiers to be welcomed into a suitable and fully serviceable room.

(4) Pets. Soldiers will not keep animals in any barracks room or barracks common/shared areas. This policy applies to all pets, including but not limited to cats, dogs, caged animals, insects, arachnids, and fish. This restriction is based on consideration for roommates and disposition, care upon deployment, and humane care for pets.

c. Visitations. Soldiers may entertain guests of either sex. The following restrictions apply:

(1) Overnight visitation is prohibited. Visitors must leave the barracks prior to 2230 when the following day is a duty day and 0100 when the following day is a non-duty day. Visitors are not permitted before 0930 on duty days and 0700 on non-duty days.

(2) Visitors must present identification when signing in/out of the unit CQ/SD.

(3) A parent or legal guardian must accompany any non-military visitor below the age of 18 who is not a member of the Soldier's immediate Family (e.g., brother or sister).

d. Alcohol Possession. Soldiers 21 years of age or older who live in the barracks are authorized to possess alcoholic beverages in their room. O-5 level Commanders may direct limits to the amount of alcohol allowed in a barracks room.

CHAPTER FIVE: Safety and Protecting the Force

1. Privately Owned Vehicles. In order to operate a motor vehicle, all 25ID Soldiers and DA Civilians must have a valid driver's license, state registration, Hawaii safety inspection, and Hawaii insurance. Out of state license plates also require the Hawaii inspection sticker. Major repair work on post will only be conducted at the auto skills shop. Vehicles on jack stands in parking lots on any installation are not authorized.

2. Abandoned Vehicles. Any privately owned vehicle, including recreational vehicles, are considered abandoned if they are left unattended on USARHAW installations with registration expired or appear abandoned through visual signs. Examples are vehicles missing essential components required for operation like flat or missing tire(s), windshields, engines, steering mechanisms, on jack stands or bricks, and if law enforcement personnel have a reasonable belief the vehicle is abandoned and efforts to contact the owner have failed. Vehicles with a valid safety inspection and in working condition (no check engine lights) can be turned in free of charge at the Auto Skills Center to prevent abandonment.

3. Motorcycles. All personnel are required to have a motorcycle license, insurance, and complete all required motorcycle rider course(s) prior to operating a motorcycle on USARHAW installations. (Please refer to AR 385-10, chapter 13, for more information).

4. Loud Noise. Individuals will not play radios and other audio equipment loudly enough to be heard more than 30 feet away. This prohibition does not apply to musical performances or other entertainment events authorized by a Unit Commander. The following are prohibited:

- a.** Vehicles and motorcycles causing unnecessary noise because of improper loading, defects, or lack of a proper muffler (as measured from 50 feet away).
- b.** Modifications to vehicle and motorcycle mufflers that do not comply with Hawaii State Law.
- c.** Operational use of equipment (e.g., power tools, hand tools, etc.) causing loud or unusual noise between the hours of 2200 and 0630.
- d.** Formations calling cadence while moving through Island Palm Communities.

5. Privately Owned Weapons. Privately Owned Weapons include but are not limited to pistols, revolvers, rifles, and shotguns. Soldiers who reside in the barracks are forbidden from possessing privately owned weapons in their barracks room. All personnel who reside on and off-post are authorized to have privately owned weapons in their residence.

All privately owned weapons are required to be registered with the State of Hawaii after purchase or when weapons arrival to the island. All personnel who reside on USARHAW installations are required to register all privately owned weapons with the Provost Marshall Office located at the Military Police Station on Lyman Road. Privately owned weapons are to be stored in a secure location away from children, preferably in a safe or locked box. Hawaii law that authorizes licensed individuals to carry concealed handguns does not apply on military installations or in Island Palm Communities. Under no circumstances will the transportation of loaded or concealed handguns, shotguns, or rifles be permitted on any USARHAW installations except by authorized law enforcement personnel or by military personnel in the performance of their official duties.

6. Pedestrian Safety. Pedestrians, both military and civilian, will use designated paths for walking, jogging, or running. Pedestrians will only cross the street using a crosswalk or designated path. Before stepping into a crosswalk, pedestrians will look both ways and ensure any oncoming vehicles have ample time to stop before crossing the street.

CHAPTER SIX: 25ID History

1. 25ID History.

The 25th Infantry Division was formed on 1 October 1941 at Schofield Barracks, Hawaii. Its lineage can be traced to the Hawaiian Division, which defended Hawaii from 1921 to 1941. The Division received its baptism of fire when Japanese forces attacked Oahu on 7 December 1941. In November 1942, the 25th Infantry Division was ordered into action against the Japanese, and fought its way through the Solomon Islands and onto the Philippines by the time the war ended in 1945.

In the summer of 1950, the 25th Infantry Division was called to action in South Korea against communist aggression. In 1953, "Tropic Lightning" became the official moniker adopted by the 25th Infantry Division, representing the speed at which they accomplished their missions. Tropic Lightning Soldiers deployed from Japan, fighting bitter battles until 27 July 1953, when an armistice took effect. The 25th Infantry Division returned home to Hawaii in October 1954 after a twelve-year absence, with the freedom of South Korea preserved.

In December 1965 Tropic Lightning answered another call to fight against communism and deployed to fight in the Vietnam War. During its five years in South Vietnam, the 25th Infantry Division engaged in operations to destroy their elusive enemy, to include fighting during the Tet Offensive of 1968, and offensives against enemy sanctuaries in Cambodia during 1970. By April 1971, all Division units returned to Hawaii after a seven-year fight in Southeast Asia.

At the dawn of the 21st century, the 25th Infantry Division was thrust into its fourth war. From 2004 through 2012, the Tropic Lightning's Division deployed multiple times in support of operations in locations such as Iraq and Afghanistan. Over the course of their deployments, Division Soldiers fought insurgents bent on destabilizing their countries while working with local leaders to improve services and governance.

In recent years, the division headquarters and its Hawaii-based brigades have returned to their traditional role as guardians of the Pacific, partnering with allied nations to maintain capabilities and strengthen relationships.

For over eight decades, the 25th Infantry Division has fought in some of the most important conflicts of the 20th and early 21st centuries. From the jungles of the Solomon Islands and Vietnam, to the mountains of Korea and Afghanistan, to the deserts of Iraq; Soldiers of the Tropic Lightning Division have fought for freedom throughout the world, and remain 'Ready To Strike-Anywhere, Anytime.'

2. Division Hui Ha'a Koa Team.

The 25ID Commanding General and Command Sergeant Major are firm in keeping the Division and Hawaiian tradition alive by implementing and maintaining the Division Hui Ha'a Koa team. The Hui Ha'a Koa team is comprised of volunteers from across 25ID. This team performs at various high visibility functions throughout the year. The Hui Ha'a Koa team will practice during peak season as well as the off season to maintain continuity and proficiency in performance capabilities.

Hui Ha'a Koa Team Chant & Translation:

1st Verse

EIA MAKAU KA PAPA KAUA IWAKALUA KUMALIMA
 (We are the 25th Infantry Division)
 HANAU 'IA I KE KULA WELA O LEILEHUA
 (Born/formed on the plains of Leilehua)
 AIA MA 'O KA MAUNA KI'IKI'E 'O KA'ALA
 (There in the distance is majestic Mountain Ka'ala)
 NAKOLOKOLO KA HEKILI MAMAO
 (Thunder rumbles in the distance)
 LAPA KA UILA MAI KA LANI
 (Lightning strike from the heavens)

2nd Verse

HO'OWA KEHEKILI, WELI WELI TE PO
 (Thunder Roars, dread fills the night)
 HO'OLONO NO KA UILA, A HELE MAI ANA
 (Announced is the Lightning that is coming)
 KIKO'O NA MANAMALIMA, MAI WAHI A WA
 (Reaching out, these powerful fingers of lightning, from Wahiawa)
 I TAHITI TU, A TAHITI MOE
 (Too far off distant lands/battlefields)
 KA I KA HONUAM, PAPA'A IA IA
 (This lightning strikes the ground, it is scorched)
 EIA KA MANA UILA, MAI WAHI A WA
 (Here is the powerful lightning, from Wahiawa)

25 ID Blue Book

3. 43 25ID Medal of Honor Recipient

World War II:

SSG Raymond H. Cooley
CPT Charles W. Davis
SGT William G. Fournier
Tech 5 Lewis Hall
MSG Charles L. McGaha
Tech 4 Laverne Parrish

Korea:

SGT Cornelius H. Charlton
CPL John W. Collier
CPT Reginald B. Desiderio
MSG Melvin O. Handrich
SGT William R. Jecelin
PVT Billie G. Kanell
CPL Benito Martinez
CPT Lewis L. Millett
SFC Donald R. Moyer
SGT Donn F. Porter
2LT Jerome A. Sudut
PFC William Thompson
PFC Ernest E. West
PFC Bryant E. Womack

Vietnam:

SGT John F. Baker, Jr.
SGT Ted Belcher
SP5 Dwight W. Birdwell
SSG Hammett L. Bowen, Jr.
SP4 Ardie R. Copas
SP4 Nicholas J. Cutinha
1LT Stephen H. Doane
SP 4 Daniel Fernandez
SGT Charles C. Fleek
CPT Robert F. Foley
CPT Joseph X. Grant
SSG Robert W. Hartsock
1LT Stephen E. Karopczyc
SSG Paul R. Lambers
SP4 Danny J. Petersen
CPT Riley L. Pitts
CPT Ronald E. Ray
1LT Ruppert L. Sargent
1LT Russell A. Steindam
SSG Kenneth E. Stumpf
1LT John E. Warren, Jr.
1SG Maximo Yabes
SSG Marvin R. Young

4. Light Fighter Creed

I am a Light Fighter of the 25th Infantry Division – forward deployed in the Pacific in
Defense of my Nation.

As a Soldier, I embody and uphold the principles of freedom for which my country stands,
And I am prepared to give my life to keep America free.

My “Tropic Lightning” history was forged in the fire of the Pacific, where my forefathers
Fought in brutal campaigns that tested the limits of courage and human endurance. I honor
that legacy today through how I live, train, and fight.

I am a Jungle Expert and I fight to win. I am accustomed to hardship and adversity, and I
Embrace challenge as opportunity. A Light Fighter is forged through fire.

I care for my teammates more than myself. I am a Light Fighter.

TROPIC LIGHTNING! STRIKE HARD!

5. Tropic Lightning March

We strike like Tropic Lightning,
We're trained and we're ready to fight!
The Twenty-Fifth has written tales of glory,
We can always add another story.
Through the whole Pacific,
Our answer will always be swift!
We're tough, we're ready for whatever mission,
We are the Twenty-Fifth!