



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 1<sup>ST</sup> ARMORED DIVISION AND FORT BLISS  
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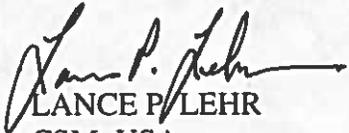
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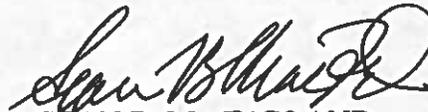
MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort Bliss Standards Handbook

1. Welcome to the historic post of Fort Bliss, Texas. You are now a member of a team of dedicated, proven war fighters and commands with proud traditions. We are committed to upholding the reputation of our units and bringing credit to the Armed Forces of the United States. This handbook will help you to do your part. It provides the standards of conduct for our professional and social lives, regardless of rank, component or where applicable, branch of service. Live by these and enforce them.

2 Fort Bliss Standards apply to service members (1) assigned to, attached to, or under the operational control of Fort Bliss units, including major subordinate commands, and (2) units mobilizing or demobilizing at Fort Bliss. You should read, comprehend and comply with the standards in this handbook and keep an electronic or hard-copy on your person while in the duty uniform for reference. If in doubt, use your best judgment, do the right thing and try to make a positive difference every day. Thank you for your service and professionalism.

  
LANCE P. LEHR  
CSM, USA  
Command Sergeant Major

  
SEAN B. MacFARLAND  
Major General, US Army  
Commanding

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## MILITARY CUSTOMS AND COURTESY

Military Customs and Courtesy among members of the Armed Forces are vital to maintaining discipline. Respect to seniors will be extended at all times. All Army personnel in uniform will salute when they meet and recognize persons entitled to the salute. Salutes will be exchanged between officers (commissioned and warrant) and enlisted personnel, and with personnel of other Armed Forces, and foreign armies.

1. **Salute** The appropriate exchange of salutes between military personnel is a traditional greeting that is a normal part of military life. While it is customary for the junior member to initiate the salute, the senior individual is expected to recognize the courtesy and return it promptly and correctly. Soldiers will salute when they meet and recognize commissioned or warrant officers with the appropriate greeting, when in uniform, particularly the APFU. A greeting is a mandatory part of the Salute. Appropriate greetings include:

- a. Greeting of the Day: “Good Morning, sir” “Good Afternoon, ma’am,” “Good Evening, sir.”
- b. Unit Motto (Battalion or Brigade): Examples are “Steel Tigers, Sir!” “First to Fire, ma’am!” “Ready First, sir!”
- c. Division All Soldiers assigned to 1<sup>st</sup> Armored Division can also use the Division motto: “Iron Soldiers, sir!”
- d. Officers will offer an appropriate reply when returning the salute.
- e. Soldiers will salute all recognized officers riding in a military vehicle or POV regardless if they are in military or civilian clothes. When in a formation or training/working in a group, the senior Soldier will call the group to attention and render a salute and appropriate courtesies. General Officer vehicles will be marked with red “star placards” on the front bumpers.

### 2. Reveille and Retreat

a. **Reveille:** When outside, in or out of uniform, or not in formation, and you hear “Reveille” you should face towards the US flag, if visible. If the US flag is not visible, face towards the music and assume the position of attention. Soldiers will salute on the first note of music. During Reveille all vehicles in the area will stop. Military occupants will dismount their vehicle and render the proper courtesy. When in formation, the senior Soldier should bring the formation to attention and salute. If you are in civilian attire and hear “Reveille” you are expected to remove all headgear, stand at attention, and place your right hand over your heart.

**NOTE:** Members of the Armed Forces and Veterans who are present but not in uniform may render the military salute in the manner provided for individuals in uniform during the playing of the National Anthem when wearing headgear.

b. **Retreat:** When outside, in uniform, not in formation and you hear “Retreat” you should face towards the US flag, if visible. If the US flag is not visible, face towards the music and assume the position of attention. Soldiers will salute when “To the Colors” is played. During retreat, all vehicles in the area will stop. Military occupants will dismount their vehicle and render the proper courtesy. When in formation, the senior Soldier should bring the formation to attention and salute. If you are in civilian attire and hear “To the Colors” or the National Anthem, you are expected to remove all headgear and place your right hand over your heart.

3. **National Anthem.** A Soldier will render the proper customs and courtesies when the National Anthem is played. If indoors and in uniform, Soldiers will turn toward the U.S. Flag or in the direction of the anthem and assume the position of attention. If outdoors and in uniform (not in formation), personnel will assume the position of attention and salute during the anthem. Soldiers in civilian attire (in or outdoors) will remove headgear, stand at attention and place your right hand over your heart.

**NOTE:** This applies on or off post, at all public venues to include but not limited to the post movie theater,

In-door or outdoor sporting events.

4. **Courtesies** The following rules will be followed when in the presence of an officer or anyone senior in rank.

a. When talking to an officer, stand at attention unless given the order "At ease". When dismissed, or when the officer departs, come to attention and salute.

b. When an officer enters a room, the first Soldier to recognize the officer calls the personnel in the room to attention (unless a more senior officer is already present) but does not salute. A salute indoors is rendered only when one is reporting. This does not apply to medical facilities, AAFES establishments or the Commissary.

c. When accompanying a senior, walk on their left.

d. When entering or existing a vehicle, the junior ranking person is the first to enter, and the senior in rank is the first to exit.

e. When an officer enters a dining facility, unless directed otherwise, or a senior officer is present, the diners will be given the order "At ease" by the first person who sees the officer. You will remain seated at ease and will continue eating unless the officer directs otherwise. The officer or noncommissioned officer (NCO) may give the directive to "Carry on" or say "As you were." This means the Soldier(s) should continue with whatever they were doing previously. If directly addressed, you should rise to attention if seated in a chair. If seated on a bench, stop eating and sit at attention until the conversation is ended.

f. When outdoors and approached by a NCO, a Soldier should stand (if seated) and render the appropriate greeting.

g. When reporting to an officer outdoors, approach the officer, stop approximately two steps from them, assume the position of attention, render the proper salute and say, "Sir/Ma'am (say rank and name) reporting!" If indoors, use the same procedure before reporting. If you are armed however, do not remove your headgear. All personnel should be aware of and know the ranks of the other services. Make certain you address superiors of other branches of service correctly and render the proper respects.

h. When a CSM enters a room, it is appropriate to call "at ease" and to assume the position of parade rest, unless officers are present.

5. **General Orders:** Everyone on Fort Bliss will ensure that they know and understand the General Orders

a. 1<sup>st</sup> General Order: I will guard everything within the limits of my post and quit my post only when properly relieved.

b. 2<sup>nd</sup> General Order: I will obey my special orders and perform all my duties in a military manner.

c. 3<sup>rd</sup> General Order: I will report violations of my special orders, emergencies, and anything not covered in my instructions to the commander of the relief.

## **SPONSORSHIP**

Every incoming Soldier will be assigned a sponsor. This sponsor will be of the same rank or of one higher. The Sponsor will ensure a smooth transition into the unit and get the Soldier and Family integrated as soon as possible. The sponsor and unit are responsible for the incoming Soldier. The sponsor must counsel the Soldier prior to their first weekend at Fort Bliss covering the off-limit areas. The sponsor will, at a minimum, talk to the Soldier each day, in person, and visit the Soldier on the first weekend on the installation. The sponsor is encouraged to invite the incoming Soldier to accompany them for the weekend to help make the incoming Soldier feel more welcome and become more familiar with Fort Bliss and the local area. The incoming Soldier will not be left alone for their entire first weekend in Fort Bliss. This is the first impression that the Soldier will have of the unit. It is a critical time for the Soldier as he/she transitions into the unit. Each Soldier will have different needs and different issues that need to be addressed and taken care of. It is vital that we welcome all of our Soldiers with open arms.

The sponsor will do the following:

### **1. Pre-Arrival Duties**

- a. Initiate contact with incoming personnel within 24 hours of receiving their information from the gains roster.
- b. Send an Army Community Services (ACS) welcome packet for the community via email.
- c. Inquire what specific needs and concerns the newcomers have. If they don't know, try to determine the need and meet it.
- d. Promptly provide any information requested. Ask for assistance if necessary. Do not ignore requests.
- e. Provide specific unit, mission, duties and in-processing details.
- f. Provide specific installation housing policies and cost of living information.
- g. Sponsor the entire family. Initiate contact between spouses and children, as appropriate.
- h. Tell the newcomers where you will meet them upon day of arrival.
- i. Arrange temporary lodging and transportation.
- j. Inform the chain of command of any changes in the status of incoming personnel.
- k. Promptly follow-up with the newcomer and all correspondence.

### **2. Discuss**

- a. Travel plans, arrival date and number in party
- b. Confirmation of temporary lodging

- c. Pet arrangements, as necessary

### **3. Arrival and Post-Arrival Duties**

- a. Meet the newcomers at the arrival point as planned and escort them to the temporary lodging you have secured for them, including family members, as appropriate.
- b. Ensure the newcomers basic needs are met, including meals, pet supplies / take them to the pet brigade if necessary, and family and emergency contact numbers.
- c. Assist with temporary transportation until other means are established.
- d. Escort the newcomer to all locations listed on the in-processing checklist.
- e. Introduce the newcomer to the immediate chain of command, supervisors and co-workers, and orient them to the unit and mission.
- f. Provide a tour of essential post and community locations including the PX, Commissary, banking facilities, thrift shop, hospital/clinic, schools, clubs and dining facilities. Also familiarize them with the local area.
- g. Introduce family members to the Family Support Group. Unaccompanied personnel should be introduced to the Better Opportunities for Single Service Members (BOSS) program.
- h. Assist newcomers in obtaining a driver's license, and inspection and registration of POV as necessary.
- i. Take newcomers to ACS for information on the Loan Closet and other available services.
- j. Acquaint newcomers with the local school system and child care facilities, as necessary.

## A SHORT HISTORY OF FORT BLISS

Fort Bliss history dates from the end of the Mexican-American War of 1846 until now. Fort Bliss existed in five other locations in and around El Paso until it moved to its present location.

The post was established in what is now downtown El Paso in 1849. Major Jefferson Van Horne, an 1827 graduate of the US Military Academy and veteran of the Mexican War, arrived on September 14, 1849 with 257 infantry Soldiers, 275 wagons, and 2,500 head of livestock. His mission was to establish a military presence on the new border after the Mexican-American War and to provide protection for settlers moving west. These included the 49ers headed to the California gold fields and the surveying parties exploring the new American territories. The El Paso Civic Center, Chamber of Commerce, and Plaza Theater now sit on the site where the early Post opposite El Paso del Norte was located. It is well to remember that these soldiers had no air-conditioned barracks, no cold-storage for rations, no television, no electric lighting, and no other modern conveniences. The post sutler could sell soldiers candy, uniform items, playing cards, needles and thread, and, of course, whiskey. Diversions existed across the Rio Grande in El Paso del Norte, now Ciudad Juárez. The NCO of the time spent most of his efforts to keep soldiers clean, oversee weapons training post maintenance, and conduct guard duty of important stores. Troops also spent considerable time tracking hostile Indians, living in the open, and consuming rations of bacon, hardtack, sugar, and coffee.

Over the next forty-five years, the post was closed, moved, abandoned, and re-garrisoned five more times. In 1851 the garrison was shifted to Fort Millard Fillmore, just south of Mesilla, New Mexico. In 1854, the post was reestablished at Magoffinsville near to the intersection of Magoffin and Willow Streets today. It was here that the post was named Fort Bliss, honoring Lieutenant Colonel William Wallace Smith Bliss. Lt. Col. Bliss served as the adjutant and aide-de-camp for General Zachary Taylor in the Mexican War, married the General's daughter, and served as Taylor's personal secretary when Taylor became President of the United States. Bliss died of yellow fever in 1853, never having set foot on Fort Bliss when he was alive. Bliss' remains were moved to Fort Bliss in 1956, and he is interred on the Fort Bliss National Cemetery. In 1861, the state of Texas seceded from the Union. Troops of the 2nd Texas Mounted Rifles arrived in the middle of the year to assume command of Fort Bliss. The post at Magoffinsville was abandoned to the Confederates, who later abandoned the post themselves after the disastrous attempt to invade New Mexico in 1862.

Fort Bliss was reestablished at Camp Concordia in 1868. This post sat south of what is now Concordia Cemetery and Interstate Highway 10. It was not a great place to live, considering the heat and insects. Still, the troops built adobe houses and barracks and planted a garden and vineyards to supplement their otherwise monotonous diet. The NCOs of this period did the same things they had done for years, a difficult mission considering living conditions here. Soldiers sometimes deserted to the gold fields, taking their uniforms, weapons, and equipment with them. The post was closed as an economic measure in 1876, but was promptly reopened after the civil disturbance in San Elizario now known as the Salt War of 1877. With Camp Concordia in ruins after a year, the troops occupied rented quarters in downtown El Paso. Drills were conducted in what is now San Jacinto Plaza. These rented buildings proved relatively expensive at the time and were unsatisfactory, so in 1880 the post moved again.

This time Fort Bliss occupied 135 acres along the Rio Grande, astride what is now Paisano Street. Brand new barracks, officers' quarters, and for the first time a proper hospital was established. However, the location was not hospitable. The Rio Grande provided salty water for use on the post; Soldiers suffered from gastrointestinal and other complaints, and the heat and humidity in the summer months were oppressive. A nearby smelter filled the air with noxious fumes. In 1881, the Santa Fe Railroad laid tracks right through the middle of the parade field. As the turn of the century approached, base realignment and closure reared its head again regarding the future of Fort Bliss. NCOs had their hands full maintaining discipline given the legitimate and not-so-legitimate diversions of downtown El Paso and Ciudad Juárez.

Fort Selden, north of Las Cruces, New Mexico, was considered as a replacement for Fort Bliss and its cramped, unhealthy quarters. Fort Bliss was positioned too close to the border for this option, however. Instead, the city of El Paso offered the Army free land on La Noria Mesa for a military installation. The mesa was a dusty, wind-swept plain along the edge of a deep ravine, but it had water and it was readily available for occupation. Thus, in 1893, Fort Bliss moved from Hart's Mill to its current location on the mesa.

Construction of buildings began in September 1892. In 1893, elements of the 18<sup>th</sup> Infantry Regiment occupied the new buildings and set up housekeeping. An Army Inspector General report dated June 25, 1894, detailed the installation's advantages and shortcomings. Colonel Henry M. Lazelle, 18<sup>th</sup> Infantry, commanded the post. No stranger to Fort Bliss, he had fought an engagement in 1859 with Apache Indians in Dog Canyon, northeast of the post. The initial post population was 268 troops. Fort Bliss was commended for its excellent police and condition of the adjutant's office, hospital dispensary, mess room, kitchen, bath and washrooms, and the hospital itself. The quality of bread and the police of the bakery was also deemed excellent. Bathing facilities for troops were ample. There were also deficiencies; the target range was unsatisfactory and there was no post school. There were no maintenance shops of any kind. Troops were never exercised or turned out on no-notice alerts at night. Worst of all, sewage disposal was carried out in the ravine just west of the post. This produced a persistent foul odor that was made worse by westerly winds. Gambling and drinking were not permitted in the Post Exchange. Many of the buildings constructed in 1893 still exist and are in use today.

With the onset of the Mexican Revolution in 1910, the post shifted from a primarily infantry post to a cavalry post. After a surprise attack on the town of Columbus, New Mexico in March 1916, Brigadier General John J. Pershing was ordered to form an expedition to destroy or disperse the Columbus raiders led by Pancho Villa. Cavalry troopers on this expedition were well-trained; all knew how to ride and shoot. In fact, the Army paid extra money to those Soldiers who qualified as Expert, Sharpshooter, or Marksman on the rifle range. This was confirmed on the Mexican Punitive Expedition, where one Soldier shot a Mexican Soldier off his horse at a range of 800 yards. When Pancho Villa attempted to seize the city of Juárez in 1919, a combined force of cavalry, infantry, artillery, and engineers from Fort Bliss struck hard. Villa was driven out, never posing a threat again.

Cavalry was the mainstay of Fort Bliss from then on until the Second World War. The 1<sup>st</sup> Cavalry Division was officially formed here in September 1921. The division was dismounted and left for the Pacific Theater in World War II, replaced by an ever-increasing antiaircraft presence. In 1944, antiaircraft training was consolidated on Fort Bliss, and in 1946 the post became the host to the Antiaircraft and Guided Missile Center and School. The post also hosted basic combat training at two intervals, the Operation Paper Clip mission to test German V-2 rockets, and the U.S. Air Force base on Biggs Airfield. With the split of the Artillery Branch into the Field Artillery and Air Defense Artillery Branches in 1968, Fort Bliss became the home of the ADA Branch that had more or less dominated the post since 1946. The 3<sup>rd</sup> Armored Cavalry Regiment arrived in 1972 and left in 1996. With the BRAC announcement in 2009, the Air Defense community moved its headquarters to Fort Sill, Oklahoma to form the Fires Center of Excellence. In 2011, Fort Bliss became the home of the 1<sup>st</sup> Armored Division, Old Ironsides. Over the years, Soldiers of Fort Bliss provided our Nation trained and ready forces that deployed and participated in numerous conflicts from the Mexican War up to present day operations in Iraq and Afghanistan. You are joining a long legacy of great Soldiers - be proud as we continue this legacy as Fort Bliss Soldiers to serve the Nation.

The Soldier's Creed, Warriors Ethos, and Army Values are not merely phrases for how Members of the Army should act; they are who we are. We emulate the standard for behavior, not only in the Army, but in any ordered society. They compel Soldiers to fight through all conditions to victory no matter how much effort is required. It is the Soldier's selfless commitment to the nation, mission, unit, and fellow Soldiers. It is the professional attitude that inspires every American Soldier. Soldiers are grounded in refusal to accept failure. It is developed and sustained through discipline, commitment to the Army, and the pride in the Army's Heritage.

## **1<sup>st</sup> Armored Division History**

The 1<sup>st</sup> Armored Division's commitment to the civic and military values for which "Old Ironsides" has been renowned for half a century (patriotism, discipline, readiness, self-sacrifice, combined arms cooperation, shock action, decisiveness, and generosity in victory) remains relentlessly strong today. The distinctive insignia of the 1<sup>st</sup> Armored Division is drawn in bold colors characteristic of the division. The insignia is designed from the triangular coat-of-arms of the American World War II Tank Corps. The yellow, blue, and red colors of the shoulder sleeve insignia represent the combined arms nature of the armored division (Armor, Infantry, and Artillery). Superimposed on the triangle is the insignia of the former Seventh Cavalry Brigade (Mechanized), the predecessors of the Old Ironsides. The tank track represents mobility and armor protection, the gun denotes firepower, and the chain of lightning symbolizes speed and shock action. Mobility, firepower, and shock action are the basic attributes of Armor. The Arabic numeral in the apex of the triangle indicates the First Armor Division. The nickname of the division, officially sanctioned by the Department of the Army is emblazoned under the triangle and is an integral part of the insignia.

## **Old Ironsides Designation**

The 1<sup>st</sup> Armored Division was activated at Fort Knox on July 15, 1940. Its first commander was Major General Bruce R. Magruder from July 1940 to March 1942. In 1941 General George S. Patton Jr. had just named his 2<sup>nd</sup> Armored Division "Hell on Wheels" and everyone thought the 1<sup>st</sup> Armored Division needed a name too. Major General Bruce Magruder announced a contest to find a suitable name for his Division. Approximately 200 names were submitted including "Fire and Brimstone" and "Kentucky Wonders." The General took them home to study over the weekend but failed to find any that appealed to him. While mulling the matter over, he happened to glance at a painting of the U.S.S. Constitution that he had bought during a drive for funds for the preservation of that famous fighting ship. From the painting of the U.S.S. Constitution he noted its' nickname, "Old Ironsides." Impressed with the parallel between the early development of the tank and the Navy's "Old Ironsides" spirit of daring and durability he decided the 1<sup>st</sup> Armored Division should also be named "Old Ironsides." Thus a famous warship of the US Navy and the famous 1<sup>st</sup> Armored Division of the US Army are historically and appropriately welded by name "Old Ironsides." That ended the search for a name. The 1<sup>st</sup> Armored Division became "Old Ironsides" that same day and forty months of fighting later testified that its name was well chosen. This was a fighting Division.

## **North Africa**

As part of Operation Torch, the Allied invasion of French Northwest Africa, November 8, 1942. In doing so, Old Ironsides became the first American Armored Division to see combat. Although encountering unexpectedly heavy Vichy-French opposition, the Allied invasion force suppressed all resistance in the beachhead within three days. The Division then advanced toward Tunisia where it clashed with Axis forces and learned many hard lessons in armored warfare. Harsh conditions and primitive roads spoiled an early opportunity to capture Tunisia and cut off Rommel's supply lines. January 1943 found the Division under control of the II Corps. Old Ironsides received the mission of defending central Tunisia against an Axis counterattack. A month later, the 1<sup>st</sup> Armored Division collided with a superior German armored force at Kasserine Pass. Sustaining heavy personnel and equipment losses, Old Ironsides withdrew, battered but wiser. Outrunning his supply lines and facing stiffening Allied resistance, Rommel's advance ground to a halt. Regardless, three more months of fierce fighting followed before the Allies could finally claim victory in North Africa. On 25 March 1944, Private Nicholas Minue, Company A, 6<sup>th</sup> Armored Infantry, 1<sup>st</sup> Armored Division, was awarded the Medal of Honor for gallantry and intrepidity at the loss of his life above and beyond the call of duty in action with the enemy on 28 April 1943 in the vicinity of MedjezelBab, Tunisia.

## **Italy**

The fall of Sicily in the summer of 1943 cleared the way for an Allied Invasion of the Italian mainland. As part of General Mark Clark's Fifth Army, the 1<sup>st</sup> Armored Division crushed enemy resistance in an assault landing at Salerno on September 9, and led the drive to Naples. The city fell on October 1, and the Allies pressed onto the Volturno River. In November, the 1<sup>st</sup> Armored Division attacked the infamous Winter Line. Although breaching the line, the Allied advance came to a halt in the mountainous country near Cassino. To break the stalemate, the Allies made an amphibious assault well behind enemy lines at Anzio on January 23, 1944. Beating back repeated German counterattacks, the 1<sup>st</sup> Armored Division led the Allied breakout from the beachhead on May 23, and spearheaded the drive to Rome, liberating the city on June 4. The 1<sup>st</sup> Armored Division continued its pursuit of the enemy to the North Apennines where the Germans made their last stand. Rugged mountains and winter weather now stood between the Allies and the open land of the Po Valley. The 1<sup>st</sup> Armored Division broke into the valley in April 1945 and on May 2, 1945, German forces in Italy surrendered.

## **1950s**

In June 1945 the 1<sup>st</sup> Armored Division was transferred to Germany to serve as part of the Allied occupation forces. Old Ironsides returned to the United States in April 1946 and was inactivated at Camp Kilmer, New Jersey. Several of the Division's Units, however, remained in Germany as part of the U.S. Constabulary. The success of the Russian made T-34 Tank at the outbreak of the Korean War in 1950 brought renewed enthusiasm for armor. As part of the Korean War build up of American forces, the 1<sup>st</sup> Armored Division was reactivated at Fort Hood, Texas on March 7, 1951. Continuing its tradition of "firsts", Old Ironsides became one of the first divisions in the Army to integrate black soldiers throughout the ranks. It was also the only combat-ready armored division in the continental United States and the first to receive the M48 Patton Tank. Training for nuclear war became a major theme in the mid-1950s. Accordingly, the 1<sup>st</sup> Armored Division participated in tests of the "Atomic Field Army" at Fort Hood and in Operation Sagebrush, the largest joint maneuver conducted since World War II. Upon completion of the exercise in February 1956, the 1<sup>st</sup> Armored Division moved to its new home at Fort Polk, Louisiana.

## **Cuba**

Toward the end of the 1950s, the Army's preoccupation with a nuclear battlefield waned. The Army experienced years of austere budgets. Reduced in size and moved back to Fort Hood, the 1<sup>st</sup> Armored Division reverted to a training cadre for new inductees. The start of the 1960s, however, inaugurated a period of military renewal. Important changes in organization, doctrine, and equipment stemmed from the realization that the Army must be prepared to fight anytime, anywhere. In 1962, the 1<sup>st</sup> Armored Division was brought back to full strength and reorganized. Brigades replaced Combat Commands, and the Division's aviation assets doubled. Intense training followed the reorganization. In October 1962 the 1<sup>st</sup> Armored Division was declared combat ready, just in time for the Cuban Missile Crisis. In response to the Soviet stationing of missiles in Cuba, Old Ironsides deployed from Fort Hood, Texas to Fort Stewart. The entire operation took just 18 days. For the next six weeks, the 1<sup>st</sup> Armored Division conducted live-fire training and amphibious exercises on the Georgia and Florida coasts. One highlight was a visit from President John F. Kennedy on November 26, 1962. Shortly thereafter, tensions eased and the 1<sup>st</sup> Armored Division returned to Ft. Hood.

## **Vietnam**

Although the 1<sup>st</sup> Armored Division did not participate as a Division in the Vietnam War, two units, Company A, 501<sup>st</sup> Aviation and 1<sup>st</sup> Squadron, 1<sup>st</sup> Cavalry served with distinction. Both earned Presidential Unit Citations, and 1-1 Cavalry received two Valorous Unit Awards and three Vietnamese Crosses of Gallantry. Neither unit was officially detached from the 1<sup>st</sup> Armored Division and veterans of both units may wear the Old Ironsides as a combat patch. In addition, in 1967 the 198<sup>th</sup> Infantry Brigade was formed from three of the Division's Infantry Battalions and deployed from Fort Hood to Vietnam. After the war, two of the three battalions, 1-6 Infantry and 1-52 Infantry, returned to the 1<sup>st</sup> Armored Division. 1968 was a crisis-filled

year of domestic unrest. After the assassination of Martin Luther King, several inner cities exploded into violence. The 3<sup>rd</sup> Brigade deployed to Chicago to assist in restoring order. The early 1970's brought the withdrawal of American Forces from Vietnam and a major restructuring of the Army. Old Ironsides was rumored to be on the list of units to be inactivated. Veterans of the Division organized a letter-writing campaign to "save" the 1<sup>st</sup> Armored Division. Their efforts were rewarded when on May 10, 1971, 1<sup>st</sup> Armored Division left its' home at Fort Hood, Texas to replace the 4th Armored Division in Germany. On 9 November 1967, Captain (then First Lieutenant) James Allen Taylor, Troop B, 1<sup>st</sup> Cavalry, Americal Division, was awarded the Medal of Honor for his valor in contributing to the success of the assault on an enemy position and saving the lives of a number of his fellow Soldiers.

## **DESERT SHIELD/DESERT STORM**

Old Ironsides marched into its second half century celebrating victory in the Cold War – a triumph symbolized by the fall of the Berlin Wall, the unification of Germany, and the crumbling of East European, communist regimes. Almost immediately the 1<sup>st</sup> Armored Division was called upon to meet a new challenge. In November 1990 it was alerted for deployment to the Middle East in response to the Iraqi invasion of Kuwait. In less than two months the Division moved 17,400 soldiers and 7,050 pieces of equipment by rail, sea, and air to Saudi Arabia for Operation DESERT SHIELD/STORM. The Division's own 1<sup>st</sup> Brigade stayed in Germany and was replaced by 3<sup>rd</sup> Brigade, 3<sup>rd</sup> Infantry Division. On February 24, 1991, the 1<sup>st</sup> Armored Division crossed into Iraq leading VII Corp's main flanking attack – its' mission to destroy the elite, Iraqi Republican Guards Divisions. In its' 89-hour blitz across the desert Old Ironsides traveled 250 kilometers; destroyed 768 tanks, APCs and artillery pieces; and captured 1,064 prisoners of war. Four 1<sup>st</sup> Armored Division Soldiers made the ultimate sacrifice in this historic effort. Old Ironsides marked its successful return to Germany on May 8, 1991, when MG Griffith uncased the Division Colors in Ansbach. The 1<sup>st</sup> Armored Division celebrated its triumph with a visit from the Vice President of the United States and attendance at victory parades in Washington, D.C. and New York City.

## **Bosnia**

On December 14, 1995, the 1<sup>st</sup> Armored Division was ordered to Bosnia-Herzegovina as part of Operation JOINT ENDEAVOR. This task force, known as Task Force Eagle, assumed control of its' area of responsibility during a transfer of authority ceremony with United Nations forces at Eagle Base, Tuzla on December 20, 1995. After the historic bridging of the Sava River on December 31, 1995, the Old Ironsides Division, with supporting forces from the 5th U.S. Corps, was joined by Nordic-Polish, Turkish, and Russian brigades - in total - 12 Nations: Denmark, Estonia, Finland, Iceland, Latvia, Lithuania, Norway, Poland, Russia, Sweden, Turkey, and the United States. Task Force Eagle, one of the most powerful formations ever fielded, enforced the cease-fire, supervised the marking of boundaries and the zone of separation between the former warring factions, enforced withdrawal of the combatants, and the movement of the heavy weapons to designated storage sites. Task Force Eagle also supported the Organization for Security and Cooperation in Europe's efforts to administer the country's first ever democratic national elections. On November 10, 1996, the 1<sup>st</sup> Armored Division transferred authority for command and control of Task Force Eagle to the 1<sup>st</sup> Infantry Division. The 1<sup>st</sup> Infantry Division deployed as a covering force to allow the safe return of the 1<sup>st</sup> Armored Division to Germany.

## **Kosovo**

In April 1999, the 1<sup>st</sup> Armored Division was alerted to send Soldiers to Albania as part of Operation ALLIED FORCE in response to the ethnic cleansing and fighting in Kosovo. The 1<sup>st</sup> Armored Division then sent the first Soldiers into Kosovo in Operation JOINT GUARDIAN to uphold the United Nations Security Council resolution to bring peace back to the Kosovo region. On June 20, 2000, the 1<sup>st</sup> Armored Division took over the mission as the U.S. contingent in Kosovo assuming control of the Multinational Brigade - East, and continues to bring a lasting peace and stability to the region, as well as assisting the reconstruction of

infrastructure for all in Kosovo.

## **OPERATION IRAQI FREEDOM**

The Division again answered the Nation's call to duty March 4, 2003 when it received orders to deploy to the U.S. Central Command area of responsibility in support of the Global War on Terrorism. Old Ironsides began moving out on April 15 in Support of Operation IRAQI FREEDOM. The Division and task force marked some major firsts during the 15-month long mission. For Soldiers of the 1<sup>st</sup> Armored Division, this was longest deployment of any division in Iraq. Task Force 1<sup>st</sup> Armored Division was the largest division-based task force in U.S. Army history. Units serving with the Task Force included brigade-sized elements of the 82<sup>nd</sup> Airborne and 3<sup>rd</sup> Infantry and 1<sup>st</sup> Cavalry Divisions, the 2<sup>nd</sup> Armored Cavalry Regiment, the 124<sup>th</sup> Infantry Battalion, the 18<sup>th</sup> and 89<sup>th</sup> Military Police Brigades and 168<sup>th</sup> MP Battalion. Engineer units serving within the task force included the 153<sup>rd</sup>, 203<sup>rd</sup>, 389<sup>th</sup>, 439<sup>th</sup>, 535<sup>th</sup>, 842<sup>nd</sup> and 1457<sup>th</sup> Engineer Battalions, the 493<sup>rd</sup> Engineer Group, and the 249<sup>th</sup> and 671<sup>st</sup> Engineer Companies. Also serving the task force were the 55<sup>th</sup> Personnel Service Battalion, the 8<sup>th</sup> Finance Battalion, the 350<sup>th</sup> and 354<sup>th</sup> Civil Affairs Battalions, the 315<sup>th</sup> and 345<sup>th</sup> PSYOP Battalions and the 16<sup>th</sup> Corps Support Group. At its height, more than 39,000 Soldiers were part of the task force. The task force secured some of Baghdad's roughest neighborhoods and brought stability to the city and its' surrounding countryside. The Task Force's accomplishments included planning and executing Operations IRON HAMMER, IRON JUSTICE, IRON GRIP, LONGSTREET, IRON BULLET, IRON PROMISE and IRON SABRE.

From 2006 to 2007, 1<sup>st</sup> BCT and 2<sup>nd</sup> BCT of the 1<sup>st</sup> Armored Division deployed to Iraq. 1<sup>st</sup> BCT deployed first to West Ninewah Province between Tal Afar and the Syrian Border. 2<sup>nd</sup> BCT deployed to Kuwait as the Theater Reserve. In May 2006, 1<sup>st</sup> BCT was ordered to Ramadi where two battalion task forces from 2<sup>nd</sup> BCT were attached to it (TF 1-6 Infantry and TF 1-35 Armor). Later, 2<sup>nd</sup> BCT (-) was ordered to Baghdad. 1<sup>st</sup> BCT's tour was extended to 14 months, enabling it to fully enable the Sunni Arab Awakening in Anbar Province, which started in Ramadi, turning the most hostile city in Iraq into the most peaceful in a matter of months and beginning the movement that would eventually enable the surge to succeed in 2007 and 2008.

In September 2007, the 1st Armored Division Headquarters deployed again to Iraq (OIF 07-09). The 1st Armored Division conducted a relief in place with the 25th Infantry Division and assumed command of Multi-National Division North, headquartered in Tikrit, Iraq, on 28 October 2007. Multi-National Division North was then composed of five Maneuver Brigade Combat Teams, a Combat Aviation Brigade, a Fires Brigade, and an Engineer Brigade. Multi-National Division North included the Iraqi provinces of Ninawa, Kirkuk (formerly at Tamin), Salah ad Din, and Diyala along with Dahuk, and As Sulaymaniah. The area also included the critical cities of Tal Afar, Mosul, Bayji, Tikrit, Kirkuk, Samarra, Balad, Baqubah, Dahuk, and Sulaymaniah. The Division commanded all Coalition Forces in Northern Iraq. The 1st Armored Division tackled numerous complex problem sets in Northern Iraq, applying both lethal and non-lethal means. The area included ethnic fault lines between Arabs and Kurds, religious fault lines between Sunni and Shia Muslims, numerous tribal regions, and the complexities involving significant Former Regime Elements, as well as the dynamics of energy. The Division conducted RIP/TOA with Headquarters 25th Infantry Division on 8 December 2008 and conducted a successful redeployment back to Wiesbaden Army Airfield in Germany.

On 14 July, 2009, the Department of Defense announced that Headquarters 1st Armored Division and the 1st HBCT would return to Iraq in late 2009 in support of OPERATION IRAQI FREEDOM 10-11. 1st Armored Division Headquarters deployed to Baghdad, Iraq in November 2009. The Headquarters spent a year in Iraq working the transition from a combat role, Operation Iraqi Freedom, into an advise and assist role, Operation New Dawn. In December 2010 the 1st Armored Division redeployed from Baghdad, following 12 months of serving as United States Division – Center.

## PART ONE

### THE FORT BLISS STANDARD

1. **Purpose:** To prescribe the standards expected of all Soldiers: (1) assigned to, attached to, or under the operational control of Fort Bliss units, including major subordinate commands, and (2) mobilized and demobilizing units at Fort Bliss. Such Soldiers are expected to comply with the standards outlined in this handbook, and conduct themselves in a manner that reflects favorably upon them, their unit, Fort Bliss, and the United States Armed Forces at all times.

#### 2. Soldier Responsibilities:

a. **Be fit.** This applies to more than just physical fitness and height/weight. It applies to all aspects of Comprehensive Soldier and Family Fitness.

b. **Be disciplined.** Discipline is the process through which knowledge and ability is imparted and a sense of accountability and responsiveness is manifested in our Soldiers.

(1) Obey all lawful orders. Be present at the prescribed place, on time, in the proper uniform, looking sharp and prepared to excel. Soldiers will march when in uniform and walking in groups of five or more.

(2) Exercise "Disciplined Initiative" to make your unit or the Army better wherever and whenever you can.

(3) Maintain and account for all assigned equipment; initial issue, TA 50, RFI, unit property and your assigned living area. The American people have gone to great lengths and expended great sums of money to provide us with the best equipment available. We, as Soldiers, have a professional and legal obligation to care for and maintain the same. As important as it is to maintain yourself in a fully deployable posture, so too must you maintain your equipment.

c. **Continuously seek self-improvement.** This is the hallmark of a professional. All Soldiers are either leaders or future leaders. You must prepare for leadership so that you are ready for it when it comes.

#### d. Be a good teammate.

(1) Treat others with dignity and respect and do not tolerate or engage in sexual, racial, or other types of discrimination or harassment.

(2) Be technically and tactically proficient. Maintain weapons qualification on your assigned individual and crew-served weapons. Master the mechanical functioning, firing techniques, and capabilities of your assigned weapons.

(3) Know and use your chain of command and NCO support channel.

(4) When talking to others address them properly and show them respect. When talking to other Soldiers address them by their rank (according to AR 600-20 table 1-1) and last name or by the term Soldier. Also, address officers as Sir or Ma'am, by their title of address (SGT through MSG is Sergeant) or by their rank and last name. Do not address

Soldiers in the following manner: “Sarge”, “LT”, etc. Never refer to Soldiers as “bodies”.

**3. Command Responsibilities:** This command has the responsibility to care for Soldiers and their families.

a. **Soldiers and families are treated with dignity and respect and have as predictable a schedule as possible.** Commanders, at every level, will strive to provide that predictability. The chain of command will conduct a thorough risk assessment and employ/enforce applicable risk reduction measures at all events on and off the installation, during on or off duty. Leaders will conduct Safety Briefings as a normal part of all activities and leaders will vigorously enforce safety standards.

b. **Mentorship.** Because the mission always comes first, every Soldier, up to and including the Commanding General, is expendable. It is up to leaders to prepare their subordinates to assume the duties of their superior. Mentorship is the heart of leadership, but you can’t be a good mentor if you don’t know your Soldiers and their families. All leaders must know their subordinates and ensure that they are being mentored by a leader of appropriate experience and character.

(1) **Counseling.** This is part of mentorship, but is not all of it. Leaders will periodically counsel subordinates, verbally AND in writing IAW AR 600-20. But, counseling is much more than required counseling.

(2) All Noncommissioned Officers will maintain a Leader’s Book. The leader book is a tool for the NCO to maintain up-to-date, easy-to-reference information on soldiers, training status, maintenance status and equipment accountability. Leaders are responsible for providing training assessments to the chain of command on their soldiers and units. Commanders use these assessments to make training decisions. The leader book gives leaders a tool that efficiently tracks soldier, training and equipment status. The leader book is a tool for recording and tracking soldier proficiency on mission-oriented tasks. The exact composition of leader books varies depending on the mission and type of unit and will be decided at the Brigade level.

c. **Maintain health and welfare of Soldiers.** Leaders will inspect all billeting areas, to include weekends, holidays and training holidays. Those that reside in government quarters or off the installation will be visited at least semi-annually to promote health, safety, and welfare. Non-barracks inspections must be coordinated in advance with a unit’s supporting judge advocate.

## PART TWO

### SOLDIER READINESS

In order to fulfill our individual obligations in an Expeditionary Army, all Soldiers will prepare for deployment with little or no notice. It is your responsibility, as a Soldier, to be technically and tactically proficient in order to accomplish your mission. We are an Army at war fighting the Global War on Terrorism.

We will train in peacetime as hard as we are expected to fight in wartime. Be a leader (regardless of rank) and take the initiative; that is what sets our Army apart from all others.

Do the right things; always do what's right, take care of yourself and your Soldiers. To meet the demands associated with potential and or pending deployments, all Soldiers must keep the following items current at all times.

**Identification Cards:** Accurate, up-to-date and serviceable with an active personal identification number (PIN).

**Identification Tags (Dog Tags):** Worn in accordance with AR 670-1. The issuance and wear of ID tags is governed by AR 600-8-14. Soldiers will wear ID tags at all times when in a field environment, while traveling in aircraft and when outside the continental United States. When applicable a medical condition warning tag will also be worn on the same chain. Religious medallions may be worn on the ID chain. When worn, personnel will wear ID tags around their necks, except when safety considerations apply, (such as during physical training, and vehicle maintenance).

**Security identification/access badges:** In restricted and limited access areas, Commanders may prescribe the wear of security/access identification badges, in accordance with AR 600-8-14 and other applicable regulations. Personnel will not wear security/access identification badges outside the area for which they are required. Personnel will not hang other items from the security badge(s). Security badges will be worn from the pocket or similar locations on the front of the uniform.

**Emergency Data:** Correct/update emergency data records (DD Form 93 and SGLV) as soon as a change occurs. Leaders will review during counseling and SRP processing and take action immediately to ensure emergency data remains current.

**Legal:** Wills and powers of attorney should be kept current and accurate. If you need or want to change a will or power of attorney, contact the legal assistance office.

**Family Readiness Group (FRGs):** AR 608- 1, Appendix J., establishes guidelines for FRGs. Ensure your family members, whether residing at Fort Bliss or not, are aware of your unit's FRG. These groups provide vital information and assistance to family members. All Soldiers are strongly encouraged to have their family members participate in the FRG. Encourage all Family members to enroll and participate in the Army Family Team Building (AFTB) program.

**Dental:** Soldiers must have annual dental checks to maintain their deployability. Any dental condition likely to cause a dental emergency (Category III or IV) must be treated in a timely fashion to ensure the Soldier is deployable. Leaders are required to ensure their Soldier(s) report to dental sick call within one week of becoming a Category IV patient.

**Family Care Plans:** With the frequency and duration of deployments increasing, our units cannot afford to have Soldiers become non-deployable because of ineffective or outdated Family Care Plans. Soldiers and Commander's must ensure that all paperwork and counseling are complete IAW AR 600-20 Chapter 5-5.

**Soldier Readiness and Resiliency Process (SRRP):** Soldier Readiness Processing (SRRP) checks for deploying personnel in accordance with AR 600-8-101. Checks will be done quarterly. SRRP checks include at a minimum:

ID card and tags (2) (medical warning tags if applicable).  
Shot record PHS 731 and immunizations up-to-date.  
Glasses and mask inserts (2).  
DNA samples taken if required.  
Prescription renewal as required.  
Dental examination records and panoramic X-ray.  
Emergency data card (DD Form 93).  
Soldiers group life insurance (SGLI).  
Finance.  
Legal assistance to complete will and power of attorney.  
Profiles.  
Behavioral Health Screening.  
DEERS Update.  
Periodic Health Assessment (PHA).

**PART THREE**  
**UNIFORM AND APPEARANCE**

1. **Soldier Appearance:** The Army is a uniformed service where discipline is judged, in part, by the manner in which the Soldier's wear their uniform. All Soldiers will abide to AR 670-1 at all times.

a. In Government dining facilities Soldiers and visitors will not wear open toe shoes without socks, hats, and sleeve-less shirts. Soiled APFU uniform is not authorized.

b. Under garments will not be worn as outer garments. Soldiers will remain in proper uniform at all times; on post, off post and in transit, unless otherwise prescribed by their Commander.

c. ACU Tops will NOT be removed when operating a POV, military, commercial or GSA vehicle. Soldiers may remove their headgear while in a POV, commercial or GSA vehicle, but when worn, it will be worn to standard; "Ranger Rolling" is not authorized. Headgear will not be replaced with civilian caps, bandanas, "doo rags"/wave caps, or fleece caps.

d. The fleece hat is not authorized at any AAFES facility or freedom crossing. The fleece cap is authorized to be worn while on guard duty, field ASP or anywhere else authorized by their Commander.

e. Sleeves on the duty uniform will always be worn down (not cuffed or rolled).

f. E4 and below wear the yellow color PT belt; NCOs (CPL and above) wear the green PT belt; Officers wear the blue PT belt. Rank insignia will be placed approximately 2" from the buckle of the PT belt. Chaplains may wear their branch insignia in place of their rank.

g. Soldiers with shaving profiles will keep facial hair trimmed to the level specified by appropriate medical authority, but are not authorized to shape the growth into goatees, "Fu Manchu," or handlebar mustaches. If appropriate medical authority prescribes beard growth, the length required for medical treatment must be specified. For example, "The length of the beard will not exceed 1/4" (see TB MED 287). This 1/4 inch length refers to the total measurement of the curled hair. Hairs should be kept trimmed with electric clippers (not electric razors). No styling is permitted (TB MED 287, 01 SEPT 2000).

h. Extreme, eccentric, or trendy haircuts or hairstyles are not authorized. If soldiers use dyes, tints, or bleaches, they must choose those that result in natural hair colors. Colors that detract from a professional military appearance are prohibited. Therefore, soldiers should avoid using colors that result in an extreme appearance. Applied hair colors that are prohibited include, but are not limited to, purple, blue, pink, green, orange, bright (fire-engine) red, and fluorescent or neon colors. It is the responsibility of leaders to use good judgment in determining if applied colors are acceptable, based upon the overall effect on Soldiers' appearance.

i. Jewelry. A wristwatch, identification bracelet and/or no more than two rings are authorized for wear with the Army uniform as long as the jewelry is conservative and in good taste, unless prohibited by the commander for safety or health reasons. An engagement ring and wedding band are considered one ring if worn together on the same finger. Identification bracelets are limited to medical alert bracelets and MIA/POW identification bracelets. Soldiers may wear only one item on each wrist. Rings will not be worn on the thumb. Fitness bracelets such as "Jawbone" or "FitBit" are authorized for wear.

j. Tattoos or brands that are extremist, indecent, sexist, or racist are prohibited, regardless of location on the body, as they are prejudicial to good order and discipline within units. Extremist tattoos or brands are those affiliated with, depicting, or symbolizing extremist philosophies, organizations, or activities. Tattoos or brands anywhere on the head, face, and neck above the class A uniform collar are prohibited.

Existing tattoos or brands on the hands that are not extremist, indecent, sexist, or racist, but are visible in the class A uniform (worn with slacks/trousers), are authorized.

k. Religious apparel. Soldiers may wear religious apparel, articles, or jewelry with the uniform, to include the physical fitness uniform, if they are neat, conservative, and discreet. Neat, conservative, and discreet are defined as meeting the uniform criteria of this regulation. In other words, when religious jewelry is worn, the uniform must meet the same standards of wear as if the religious jewelry were not worn. For example, a religious item worn on a chain may not be visible when worn with the utility, service, dress, or mess uniforms. When worn with the physical fitness uniform, the item should be no more visible than identification (ID) tags would be in the same uniform. The width of chains worn with religious items should be approximately the same size as the width of the ID tag chain.

2. **Electronic devices.** Cell phones and devices; Soldiers will not walk and talk or text while in uniform with the use of a hands free cell phone. Listening devices (e.g. Bluetooth) while in any uniform is prohibited, on or off the installation. The only exception is while operating a motor vehicle to comply with local and federal traffic regulations. Soldiers are authorized the use of headsets, headphones, IPODS, MP3, players, etc. while indoors conducting **individual** strength, cardio training or running in a secure area. Under no circumstance will Soldiers wear any electronic devices during organized physical training, and exit the facility wearing these devices while wearing the APFU.

3. **Clothing.** Clothes with obscene, slanderous, or vulgar words or drawings on clothing, which make disparaging comments is not authorized. Bare feet in any facility, except where footwear is not appropriate, such as swimming pools, are not authorized. Sandals or shoes without socks or stockings are authorized. Soldiers will wear appropriate attire when utilizing any facility on Ft. Bliss, to include the PX/ Freedom Crossing complex. No vulgar words, obscene gestures, or illegal items will be displayed on any article of clothing at any time while on Ft. Bliss. In Government dining facilities, Soldiers and visitors will not wear open toe shoes without socks, hats or sleeve-less shirts.

4. **Stetson-** Soldiers assigned to Cavalry units or assigned to scout platoons are authorized to wear the Stetson and spurs IAW their internal Brigade policy.

a. The Stetson will be black in color. Only rank and regimental or ordinary cavalry brass will adorn the Stetson. Soldiers may wear additional regimental insignia on the back of the Stetson as to not be visible from the front. The braid will be worn around the base of the Stetson. Troopers will wear the appropriate braid color. Braid ends or acorns will be to the front of the Stetson and no more than an acorn length over the brim:

- (1) General Officers: Solid Gold
- (2) Company and Field Grade Officer: Gold and Black
- (3) Warrant Officer: CW4, CW5 - Solid Silver
- (4) WO1, CW2, CW3 - Silver and Black cords
- (5) Enlisted Soldier: Yellow cord or by branch if available

b. The nape strap will be threaded through the appropriate eyelets in the brim of the Stetson goes around the back and the buckle is fastened and centered on the wearers.

c. The sides of the crown will not be pushed in or otherwise modified. The brim will be flat with a slight droop at the front.

d. The Stetson will be worn on the head with the brim parallel to the ground.

d. Occasions for wearing the Stetson: Squadron dining-ins/outs, formal events in dress blues, gatherings of spur holders, professional gatherings such as Officer/NCO call and any other event or function as designated by Squadron/Battalion CDR. Any other event or functions not described in this policy are not authorized.

b. Spurs may be worn whenever the Stetson is authorized. Gold spurs are authorized for Soldiers who have served in combat in a Cavalry unit. Silver Spurs are authorized for Soldiers who earn them IAW Cavalry Squadron policy.

## **5. Basic Field Training Uniform:**

The Advance Combat Helmet (ACH), Interceptor Body Armor (IBA/IOTV/Plate Carriers), Small Arms Protective Insert (SAPI) plates, Throat and Neck protector, Groin protector, eye Protection, and tactical gloves will be worn at the discretion of the Commander and Fort Bliss 350-1.

**6. The Modular Light Weight Load Carry Equipment System (MOLLE):** Will be affixed to the IBA IAW with unit SOP. The intent is to allow each Soldier to wear the IBA/ MOLLE system to compliment each Soldier's duty position.

**7. Combat Vehicle Crewman (CVC) Uniform and Coveralls:** Wear of the CVC uniform is authorized while crewmen are performing actual tasks associated with their vehicle or in the COFT/AGTS. The CVC uniform is not authorized for wear at off-post establishments. Mechanic's coveralls will be worn only while performing duties in designated maintenance work areas and will be removed prior to departing the maintenance area.

**8. The Army Combat Shirt (ACS):** The Army Combat Shirt may be worn in a field environment only when Soldiers are performing actual tasks associated with their units training mission. It will be worn under body armor, and not as a standalone garment. The ACS may be worn in a field or en-route to a field environment without body armor only when preparing for, moving to or from, and executing field operations. When worn any other time, it must be covered by the ACU blouse.

**9. Army Physical Fitness Uniform (APFU):** The APFU is authorized for wear only while conducting physical training or participating in sports events on or off the installation IAW AR 670-1, Chapter 14 paragraph 4. Commanders may authorize unit tee shirts for wear during unit runs.

a. Soldiers and civilian personnel conducting physical training (PT) at any time on Fort Bliss roadways will wear a reflective belt. All E-4 and below will wear a yellow reflector belt, NCOs will wear a green PT belt, and Officers will wear a blue PT belt with pin-on or sew-on rank. The belt must be worn over the PT uniform. This requirement applies to civilians and visitors residing in guest quarters who run or walk on the installation. The reflective belt is worn around the waist when conducting PT in the summer. While wearing the IPFU jacket the reflective belt is worn over the right shoulder, draped diagonally across the torso to the left hip. PT vests will not be worn with the APFU. During unit PT runs camel pack, liquid containers, or sun glasses may be worn at the discretion of the Commander. Soldiers will carry profiles at all times. "Toe-type" Running Shoes are not authorized for wear during PT. ACU's are authorized for wear during unit PT, but not as a daily PT uniform. ACU's may be worn for ruck marches, combative training, and as applicable to PRT. When worn all name tapes, rank, US Flag and unit patch will be worn. After finishing Combative training (i.e., leaving the classroom, training site), Soldiers will return to full ACU's standards as per AR-670-1.

b. While in a fitness facility, Soldiers training in civilian attire will ensure their clothing is neat and appropriate (i.e. no vulgarities, exposed undergarments, etc.).

**10. Civilian Dress and Grooming:** Good grooming is a matter of pride within the military community and the wearing of appropriate civilian attire is a personal responsibility within the parameters of good taste and social acceptability. In keeping with this principle, the following dress code is implemented:

Soldiers using post facilities, public buildings, public areas, or work areas will not wear shorts, skirts, cut-off jeans, or cut-off slacks, which expose any part of the buttocks. See through garments normally worn as undergarments are also prohibited. Male Soldiers will not wear sleeveless t-shirts.

Garments which contain depict, or display any obscene, pornographic, lewd, or words, characters, pictures, drug paraphernalia or symbols are prohibited.

Soldiers will maintain a clean, professional shaven appearance regardless of duty status whether on leave or pass, to include a military haircut, especially if the Soldier is on post using any facility. The exception is for those with a valid shaving profile. Soldiers with shaving profiles will not style the beard. Beards, goatees, and unauthorized mustaches are not permitted.

Soldiers are required to carry their Military I.D. Cards at all times whether on or off Duty. The Commander can authorize exceptions such as during Physical Readiness Training, swimming etc.

## **PART FOUR PERSONAL CONDUCT**

**1. General:** Whether on or off duty and on or off post, Soldiers will conduct themselves in such a manner so as not to bring discredit upon themselves, Fort Bliss, or the Armed Forces. Undesirable conduct includes, but is not limited to, drunk/reckless driving, drunk or disorderly conduct, offensive language or gestures and failure to satisfy financial obligations. Smoking is not permitted within 50 feet of any entrance to any building and only in authorized and designated smoking areas. Fort Bliss and the majority of surrounding communities have rules that govern music volume on and off the installation. Soldiers must comply with these laws.

**2. Public Establishments:** When visiting public establishments, Soldiers must be especially courteous and conduct themselves in a manner that does not bring discredit upon themselves, Fort Bliss, or the Armed Forces. Soldiers will obey the lawful orders of all officers and Noncommissioned Officer on and off the installation regardless of duty status or attire. Failure to obey this restriction may result in non-judicial or judicial action under the Uniform Code of Military Justice. Consumption of alcoholic beverages off the installation while in duty uniform is strictly prohibited. The only exception is a sponsored unit function. Failure to obey this restriction may result in adverse action under the Uniform Code of Military Justice. Wear of proper clothing. Soldiers will know and comply with the dress codes of the establishments they visit. Watch the noise level. Soldiers will respect the rights of others to have a quiet meal or drink. Yelling and screaming at friends in a public establishment is usually discourteous and may cause general resentment towards all Soldiers. Watch your language. The use of profanity and racial epithets are unacceptable anywhere. Profanity has become much more prevalent in normal public conversation. We are often not aware of the impression it conveys to our host community as well as the offensive atmosphere it creates for co-workers. Soldiers should be aware of their surroundings and be tactful and courteous at all times. "No profanity zones" will further be identified in specific areas by the posting of the following sign:



a. Family Friendly Zones are identified as follows:

- (1) Pools
- (2) Centennial
- (3) Old Fort Bliss
- (4) Strike Zone Bowling
- (5) Army Community Service (ACS)

(6) All Child, Youth and School Services (CYSS) locations, Biggs Park, Library, Commissary, Post Exchange (PX)

As well as any location that provides direct services to Soldiers, their Families, and civilians in order to provide a positive environment.

Watch your drinking. Drinking excessively impairs judgment and may lead to rowdy, destructive, violent, and unruly behavior. Plan ahead if you will be drinking. Use a designated driver, call a cab, call a friend, call your supervisor, use "No DUI El Paso etc.

### **3. Public Use of Alcohol:**

Soldiers will not carry (on foot or in privately owned vehicles) open bottles or cans of alcoholic beverages except in areas designated for consumption of alcoholic beverages, such as picnic grounds.  
**SOLDIERS DO NOT DRINK AND DRIVE!**

Soldiers will know and use the designated driver rule. In lieu of a designated driver, use public transportation such as taxis, contact your chain of command, or call the military police at 568-2115 for a ride home. No DUI El Paso provides designated drivers between 2300 and 0230 Fridays and Saturdays, and will transport your vehicle to your residence (877-366-7604). In the state of Texas, the legal limit for driving while intoxicated is a .08% blood alcohol content (BAC). For drivers under the age of 21, any detectable amount of blood alcohol, which typically equates to a .02% BAC, exceeds the legal limit for driving while intoxicated. Soldiers under the age of 21 will not consume alcohol on or off post.

**4. Public Displays of Affection:** The U.S. Army holds all Soldiers to high standards concerning personal conduct. It has been a long-standing Army custom that Soldiers will not engage in PDA while in uniform and/or while taking part in military-sponsored events. The purpose of these customs is that Soldiers must, at all times, project an image that leaves no doubt that they live by a common military standard and are responsible to military order and discipline. All Army Activities message (ALARACT) 350-2011 specifically addresses PDA. It prohibits public displays of affection by Soldiers in uniform or in civilian clothes while on duty. However, this message specifically explains that modest displays of affection are permitted in appropriate circumstances, to include weddings, graduations, promotions, retirements, deployment and welcome home

ceremonies. There is also accommodation for physical contact between a parent and child, or other circumstances where modest displays of affection are commonly accepted.

#### **5. Radios, Stereos and MP3/CD Players:**

Loud playing of radios, stereos, MP3/CD players, or similar devices in public places, on and off post, may violate Texas statutes, local ordinances, and Fort Bliss policies.

Music, pod casts or other types of entertainment played loudly enough to be heard by others may not be offensive in nature.

Soldiers and civilians will not operate vehicles with radios or other such sound systems at a volume which impairs the driver's ability to hear outside sounds or another vehicle's horn. Playing a radio, CD player, stereo, or any sound system too loud, in a vehicle, walking on the street, in the barracks, or in housing is prohibited. No audio equipment may be played loudly enough to be heard more than 50 feet away. No loud or unusual noise between 2100-0800; these are quiet hours.

Commanders have the authority to confiscate such devices on post when they are played in such a manner as to disturb others. Also, when your music is too loud, it's a safety issue for Soldiers because they can't hear anything else.

#### **6. Relationships between Personnel of different ranks (Army rules):**

Professional relationships between Soldiers are encouraged in accordance with AR 600-20, paragraph 4-14. The following relationships between Army officers and enlisted persons are generally prohibited:

- a. Ongoing business relationships
- b. Dating, intimate sexual relationships, non-operational co-habitation;
- c. Gambling.

Relationships between Soldiers of different ranks are prohibited if the relationships:

- 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. Are, or are perceived to be, exploitative or coercive in nature.
- d. Involve, or appear to involve, the improper use of rank or position for personal gain
- e. Create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.

**7. On the Spot Corrections:** The need to make on the spot corrections falls under every Soldier to ensure that all Soldiers will be in accordance with military rules and regulations so to maintain the highest standards. The following procedure should be used when making an on the spot correction:

- a. Identify yourself.
- b. Ask for the Soldier's ID and assigned unit.
- c. Correct the Soldier.

- d. Attack the performance, never the person.
- e. Give one correction at a time. Do not dump.
- f. Don't keep bringing it up — when the correction is over, it is over.
- e. Remain professional and tactful while making corrections.
- f. Do not make corrections directly in front of Family members – move away so as to not embarrass the Soldier being corrected.

**8. Traffic Regulations:** You must have a valid driver's license, registration and insurance to operate a motor vehicle. Each vehicle must pass a yearly vehicle inspection. Any lapse in any of these will result in your drivers license being suspended. Soldiers 26 and younger are required to conduct Defensive Driver's Safety Course upon arrival to Ft. Bliss Replacement Center.

**9. Speed Limits:** Unless otherwise posted, the speed limit on post is 25 miles per hour and 10 miles when passing troops (also when passing pedestrians) where there are no sidewalks or sufficient road shoulder. Speed limits are strictly enforced. Offenders may be required to appear before the United States Magistrate.

**10. Traffic Violations:** Do not operate a military vehicle if not properly dispatched or licensed. All operators must have a current and otherwise valid permit of Optional Form (OF) Form 346 (US Government Motor Vehicle Operator's Identification Card) covering the vehicle being operated. The chain of command and other persons responsible for dispatch and driver's permit are current. The Advance Combat Helmet (ACH) will be worn any time a tactical vehicle is moved.

**11. Drugs:** Possession of any controlled non-prescription substance, drug paraphernalia, or users of prescription drugs intended for another person is against the law. All units have active drug and alcohol programs. Soldiers can expect urinalysis testing, unannounced. Possession or use of drugs is a violation of the UCMJ.

**12. Tobacco Product:** Smoking, dipping, and chewing are prohibited in any government building, military vehicles, aircraft, or during physical training. Smoking is NOT allowed in any barracks room. For your fitness and health, Soldiers are encouraged to refrain from smoking, dipping, or chewing.

**13. Alcohol Usage and Laws:** Soldiers are required to comply and conduct themselves accordingly while drinking alcohol. Do not operate motor vehicles while intoxicated. Drunk on duty is .05 percent or higher, Driving While Intoxicated is .08 percent or higher. The act of drinking and driving on or off post may result in non-judicial or judicial action under the Uniform Code of Military Justice. Any Soldier involved in an alcohol-related incident will be command referred to the Army Substance Abuse Program (ASAP) right away. According to state laws, alcoholic beverages are not sold or served to persons under the age of 21 in the state of Texas. Soldiers over 21 who provide alcoholic beverages to those under 21 are committing a criminal offense.

**14. Firearms and Prohibited Items:** All Soldiers and civilians who reside permanently or temporarily on Fort Bliss troop barracks, family quarters, bachelor officer quarters (BOQ), bachelor enlisted quarters (BEQ) will register all privately owned firearms with the Provost Marshal Office (PMO) within seventy-two (72) hours after arrival or after purchasing a firearm IAW Fort Bliss Regulation 27-5. Soldiers may not acquire, register, or possess any item(s) prohibited by Fort Bliss Reg. 27-5. This includes, but is not limited to, switchblade knives, nunchucks, tear gas, mace/pepper spray, stun guns, pyrotechnics, etc.

**15. Storage of Privately Owned Firearms and Weapons:** Soldiers living in the barracks, BOQ, and BEQ will store their weapons and firearms in either the unit arms room or the Rod and Gun Club. This includes any

knives with blades longer than three and one half inches, air rifles, "BB" guns; and bows and arrows. Individuals living in government quarters will store their weapons and firearms in their quarters, the Rod and Gun Club, or in a unit arms room. Individuals storing weapons in government quarters will secure these items in a locked container (gun cabinet, lockable closet, or lockable gun case) or will have a trigger-locking or action-blocking device on the weapon. Ammunition will be stored in a secure container that is in a separate location from the weapon. Soldiers residing off post will store their firearms in the home of the individual to whom the firearm is registered; a unit arms room, or the Rod and Gun Club. Firearms pose a significant danger to Soldiers, family member, and the community. As a result, any Soldier involved in a firearm incident on or off of Fort Bliss that violates federal law, Texas law, or military policy/regulation will be considered for administration of a general officer memorandum of reprimand (GOMOR). **No military weapon will be temporarily secured in a wall locker or similar container. Military weapons will always remain in the possession of authorized personnel until it is secured in the arms room by the armorer.**

16. **Absent Without Leave:** Absence without leave (AWOL) is a serious military offense. Soldiers not present for duty at the prescribed time and place, or who fail to return from pass or leave on time, are AWOL. AWOL adversely affects Soldiers and their unit's readiness. AWOL time (or bad time) results in the loss of one day's pay for each day AWOL and possible UCMJ action. For each day a Soldier is AWOL, his/her ETS date will be extended an additional day. Additionally, punishment may be imposed by the Soldier's unit through non-judicial punishment (Article 15) or trial by court martial. Soldiers who have a personal problem that requires absence from duty should seek advice from their chain of command, which may authorize ordinary or emergency leave.

17. **Single Soldiers:** The Better Opportunities for Single Soldiers (BOSS) program supports the overall quality of life for single and unaccompanied Soldiers. The BOSS program supports the chain of command by identifying quality of life issues and concerns and recommending improvements. The BOSS program is not the answer for all Soldier issues. Always see your chain of command first.

18. **Family:** Soldiers housing is a privilege for all Soldiers and their families assigned to this command. It is extremely important that Soldiers and their family members fully understand housing regulations that govern living on post by the housing office. Soldiers are responsible for their dependant's actions on and off post. Failure to do so may cause termination of quarters and/or your chain of command to act on your behalf.

19. **Cell Phones:** Soldiers will not operate military or civilian vehicles while using hand held cell phone devices on or off post. Only hands free devices are authorized for use while operating civilian vehicles on post. Soldiers are not authorized to walk while using a hand held or hands free cell phone device while in uniform. Also, while on a cell phone, Soldiers will render proper Custom and Courtesies while in a stationary position.

## **PART FIVE**

### **SAFETY**

1. **Safety:** Safety is everyone's responsibility. Safety should be regarded as a critical responsibility for us all, particularly leaders. Because of its criticality, safety can never be over emphasized. Leaders should use risk management each day. Always THINK SAFETY for yourself as well as your unit, family, and friends. Remember that any Soldier can and should call a "Time Out" for safety.

- a. **Risk Assessment.** Leaders will develop and implement risk assessments prior to all training events.

Leaders will:

- (1) Enforce development and implementation of risk assessment.

- (2) Carry Risk Assessment Card.
- (3) Be knowledgeable on developing and implementing.
- (4) Know the level of approval authority for Risk Assessment.

b. Privately Owned Vehicles (POV). Motor vehicle safety continues to be a challenge for our Army. Leaders will ensure measures are taken to educate and prevent POV accidents.

(1) Soldiers under the age of 27 will attend the Installation Intermediate Driver's Training within 60 days upon arrival.

- (2) All personnel will wear restraint belt while operating POV.
- (3) All personnel will adhere to established speed limits and driving restrictions.
- (4) Speed limit while passing Soldiers in formation is 10 MPH.

(5) First Line Leaders will conduct POV inspections prior to any long weekend, or prior to Soldier signing out on leave/special pass.

(6) Cell phone. Driver's will not use cell phones while driving, either for voice or texting. Exceptions to this policy include use of hands-free devices when operating motor vehicles.

c. Privately Owned Motorcycle (POM). POM accidents are the number one cause of fatalities among Soldiers in the Army today and as such, warrant specific attention.

(1) Units will identify and place on orders POM Mentors at the following levels:

- (a) Division
- (b) Brigade
- (c) Battalion
- (d) Company/Battery

(2) Mentors will ensure POM licensed personnel adhere to safety standards established by division and State Department Of Motor Vehicles.

(3) Soldiers will attend Installation Basic Rider Course, prior to operating any motorcycle.

(4) Soldiers will attend Installation Advanced Motorcycle Course within 12 months of purchasing a new motorcycle.

(5) Soldiers will wear Personal Protective Equipment (PPE) while riding on a motorcycle both on and off the installation.

(6) First line leaders will be familiar with motorcycle Safety requirements.

(7) First line leaders will conduct a POM safety inspection prior to all extended weekends, or Soldier going on leave/special pass.

d. Tactical Vehicles. The senior occupant is responsible for enforcing standards in the tactical vehicle in which he/she is traveling in. The following pertain to both on and off the installation and training sites:

- (1) All occupants riding in a tactical vehicle will wear the (ACH), with chin strap properly secure.
- (2) All occupants will wear seatbelts where a seatbelt is provided.
- (3) Vehicles transporting Soldiers on the cargo bed will have a “Troop Strap” securing the back.
- (4) Civilians and contractors will wear some kind of protective head gear in accordance with company policies; seat belts are a must.
- (5) Tactical Vehicle Commander (TC). Tactical Vehicles will have a TC assigned prior to movement. E4 and above will TC TAC vehicles ¼ ton and below. CPL and above will TC tactical vehicles over a ¼ ton. If an NCO is not available to TC tactical vehicles over a ¼ ton then based on the Commander’s Risk Assessment and Composite Risk Management Worksheet, these vehicles will only be operated within convoys and only in between vehicles with NCO (TCs) or above.
- (6) Vehicles will be properly chalked prior to the driver exiting the vehicle.
- (7) Drivers will not use cell phones while driving a tactical or GSA vehicle.
- (8) Army Motor Vehicle (AMV) operations are inherently dangerous and require units to establish and maintain a driver’s training program that instills and promotes safety. Most of the fatalities involving AMVs are preventable. The five most common factors that lead to AMV accidents are speed, failure to enforce standards, failure to follow known standards, failure to wear proper PPE, and failure to wear restraint systems.
- (9) Accident Avoidance Training. All Soldiers, DA Civilians, and contractors assigned or attached to Ft. Bliss who operate an AMV to include GSA vehicles will have first completed the Accident Avoidance Course. The accident avoidance training will be repeated every four years as part of the license renewal procedure. Personnel who operate an AMV will be properly licensed and have completed the proper driver’s training program for that vehicle. Commanders and supervisors will establish internal control measures to ensure these requirements are met and tracked.

<b>Vehicle Type</b>	<b>Highway</b>	<b>Populated Areas</b>	<b>Secondary Paved Road</b>	<b>Dirt/Gravel Roads</b>	<b>NVG</b>
Tactical	50	25	40	25	10
GSA	Posted Speed Limit	Posted Speed Limit	Posted Speed Limit	30	See Note 5

(10)Notes:

- (a) The above speed limits will be observed unless a lower speed limit is posted or the responsible commander determines a lower speed limit is warranted, i.e. road conditions, weather, visibility, etc.
- (b) Oversized, overweight, and towed vehicles speed limit as determined by the responsible commander or per TM criteria whichever speed limit is lower.

(c) Catch up speed will not exceed 10 MPH above the briefed convoy speed and will not exceed posted speed limits.

(d) GSA vehicles will travel at or below the posted speed limit depending upon road conditions, weather, visibility, etc.

(e) GSA vehicles will not drive under NVG's, but will use white lights or a ground guide.

e. Bicycles. Bicycle helmets and reflective safety belts/vests are required for all personnel on Fort Bliss. Head and tail lights are required while riding at night, or during times of limited visibility.

f. Noise producing devices (NPD), (IPOD/MP3/Phone).

(1) NPD will not be worn during organized physical training, PRT or APFT.

(2) NPD may be worn only in the gym or while running on a track and not loud enough where others can hear.

(3) While conducting physical training as an individual, and in uniform, Soldier will use only earpiece style NPD, no "over the ear" devices are authorized. Soldier will ensure a professional and discreet look at all times.

(4) Physical Training. All Soldiers and personnel exercising on the installation will wear reflective belt, while conducting physical training outdoors. Use safe measures at all times during physical training.

(5) Units will use only authorized installation approved routes for foot marches and runs.

(a) Units will have certified CLS personnel present during all physical training.

(b) Units will post road guards during all runs.

(c) Road guards will use serviceable flashlights during limited visibility conditions, chemical light substitute is authorized.

2. **Individual Risk Assessment (IRA).** First Line Leaders will conduct an Individual Risk Assessment on Soldiers within 30 days upon Soldier's arrival. Leaders will update IRA's during the Soldier's 30 day professional growth counseling session.

### 3. Installation Heat Categories

Heat Categories							
Heat Category	WBGT Index, °F	Easy Work		Moderate Work		Hard Work	
		Work/Rest	Water Intake, Qt/hr	Work/Rest	Water Intake, Qt/hr	Work/Rest	Water Intake, Qt/hr
1	78-81.9	NL	½	NL	¾	40/20 min	¾
2 (Green)	82-84.9	NL	¾	50/10 min	¾	30/30 min	1
3 (Yellow)	85-87.9	NL	¾	40/20 min	¾	30/30 min	1
4 (Red)	88-89.9	NL	¾	30/30 min	¾	20/40 min	1
5 (Black)	>90	50/10	1	20/40 min	1	10/50 min	1

- The work/rest times and fluid replacement volumes will sustain performance and hydration for at least 4 hours of work in the specified heat category. Individual water needs will vary ± ¼ qt/hr.
- NL= no limit to work time per hour.
- Rest means minimal physical activity (sitting or standing), accomplished in shade if possible.
- **CAUTION:** Hourly fluid intake should not exceed 1 ½ quarts.
- Daily fluid intake **should not exceed 12 quarts.**
- Wearing body armor add **5°F** to WBGT Index.
- Wearing MOPP overgarment add **10°F** to WBGT Index.

Easy Work	Moderate Work	Hard Work
<ul style="list-style-type: none"> <li>• Weapon Maintenance</li> <li>• Walking Hard Surface at 2.5 mph, ≤ 30 lb Load</li> <li>• Manual of Arms</li> <li>• Marksmanship Training</li> <li>• Drill and Ceremony</li> </ul>	<ul style="list-style-type: none"> <li>• Walking Loose Sand at 2.5 mph, no Load</li> <li>• Walking Hard Surface at 3.5 mph, ≤ 40 lb Load</li> <li>• Calisthenics</li> <li>• Patrolling</li> <li>• Individual Movement Techniques, i.e. low crawl, high crawl</li> <li>• Defensive Position Construction</li> <li>• Field Assaults</li> </ul>	<ul style="list-style-type: none"> <li>• Walking Hard Surface at 3.5 mph, ≥ 40 lb Load</li> <li>• Walking Loose Sand at 2.5 mph with Load</li> </ul>

4. Composite Risk Management Card



## 5. Battle Buddy Risk Assessment

**a. Battle Buddy:** A Battle Buddy is a partner assigned to a fellow Soldier serving on Fort Bliss. As a Battle Buddy you are expected to assist his or her partner both in and out of combat. Your assignment as a Battle Buddy is intended not just for company, you are involved in protecting the Soldier and helping him or her to perform at their best. As a Battle Buddy, you should be available, knowledgeable, and comfortable with each other and how to assist with help. There are several ways in which to help; have a discussion with your battle buddy using the RESET-ME, help study for a promotion board, or just be available to answer a question regardless of the time of day. But the most important purpose of being a Battle Buddy is to watch your partner's actions; YOU can save your fellow Soldier's life by noticing negative thoughts and feelings and intervening to provide help. Having a Battle Buddy: reduces rates of suicide and sexual assaults; decreases stress; promotes cooperative problem-solving; and improves safety among other things.

All Soldiers assigned to Ft Bliss will have a designated Battle Buddy and carry the Battle Buddy card at all times. As well, Leaders will ensure that each counseling packet contains the Battle Buddy contract between the two Soldiers and reinforce the importance and review the contract during the monthly counseling session. Maximizing the Soldier's potential makes them "Army Strong" and not only is best for them, but is best for their unit, and Fort Bliss.

### BATTLE BUDDY RISK ASSESSMENT



**ARMY STRONG:**  
Your battle buddy is your best friend in the heat of combat. There's no better feeling than knowing someone has your back when it counts most.

But you may not realize the hazards you and your buddies face off duty can be just as deadly as the enemy. That's why by adding you to take this assessment to find out if your battle buddies might be at risk for an accident.

You have tremendous influence with your peers, and you can make a positive impact on their risk decisions by reaching out when they need help. Doing nothing is never the answer — make a move and always have your buddy's back. Army Safe is Army Strong!

*Richard D. Siskley*  
CSM Richard D. Siskley  
Command Sergeant Major  
U.S. Army Combat Readiness/Safety Center

### WHAT IS YOUR RISK LEVEL FOR AN ACCIDENT?

Did you know human error accounts for the majority of Army accidents? Indiscipline, inadequate training and standards, insufficient support and/or lack of supervision all contribute to numerous fatalities and injuries within the Army's formations every year. This assessment was designed to assist you, whatever your rank or career field, in identifying hazards that may put your battle buddies at risk.

Your assessment results will help you develop a plan for resolving issues that may harm your buddies. Getting involved is the first step in preventing accidents and saving lives.



U.S. ARMY COMBAT READINESS/SAFETY CENTER  
<https://safety.army.mil>

**ARMY SAFE IS ARMY STRONG**

### What are you doing to identify hazards and mitigate risk?

**Within the past 30 days, have you:**

- Taken the time to have a personal discussion with your battle buddy?
- Met with and addressed concerns you might have regarding your battle buddy?
- Discussed the BOSS program with your battle buddy?
- Encouraged your battle buddy to have his or her vehicle or motorcycle inspected?
- Discussed your unit's morale with your battle buddy?
- Encouraged your battle buddy to get involved when he or she witnesses at-risk behaviors (drinking and driving, speeding, texting or talking on a cell phone while driving)?
- Engaged in a fun activity (MWR trip, team building and organizational day) with your battle buddy?
- Encouraged your battle buddy to check out the U.S. Army Combat Readiness/Safety Center website for the latest safety news?

**If you answered NO to more than one of these questions, you should re-engage immediately.**

**DIRECTIONS:** Please take a few minutes to answer the questions below. This assessment is an awareness tool designed for individuals at all levels within the Army and will help increase your awareness of your battle buddy's risk factors. You are not required to give the results to anyone.

1. Has your battle buddy returned from a stressful deployment within the past six months (lost a unit member, been near IED explosions or mortar fire, etc.)?
2. Has your battle buddy recently received a speeding ticket, or have you observed him or her driving at excessive speeds?
3. Is your battle buddy easily distracted because he or she is focused on non-work related issues like family problems, divorce or separation, death of someone close, bills or a breakup with a significant other?
4. Have you seen your battle buddy operate or ride in a vehicle without using personal protective equipment (seatbelt, helmet, etc.)?
5. Has your battle buddy recently been involved in a physical or verbal confrontation with a friend or co-worker?
6. Does your battle buddy question or dislike authority?
7. Does your battle buddy have an "I don't care" attitude about things like his or her job, appearance, friends or family?
8. Does your battle buddy seem easily bored or often voice feelings of boredom?
9. Does your battle buddy appear unusually tired during duty hours?
10. Does your battle buddy consume large quantities of energy drinks during the day?
11. Has your battle buddy recently purchased a handgun but not yet received proper training?
12. Does your battle buddy commonly talk on a cell phone or text while driving?
13. Has your battle buddy driven under the influence of alcohol or any other drug within the past 30 days?
14. Is your battle buddy drinking more alcohol than usual?
15. Has your battle buddy begun participating in high-risk activities or become more involved in thrill-seeking activities when out with friends?

If you answered YES to one or more of the above questions, take a few minutes and speak with your battle buddy, someone in your chain of command or someone in your unit. This may be all the intervention needed to help your battle buddy get back on the correct path and prevent him or her from becoming the next accident statistic in your formation. If you feel more comfortable speaking with someone other than your battle buddy, consider contacting your local chaplain, troop medical clinic, mental health professional, Army Community Service organization or Military OneSource at (800) 342-9647 (24-hour hotline). Remember to keep your chain of command informed, but most importantly, NEVER allow the issues to worsen. It is your responsibility to TAKE ACTION!



**KNOWLEDGEABLE**

Is My Battle Buddy / Contact # \_\_\_\_\_

Is My First Line Supervisor / Contact # \_\_\_\_\_

CS Staff Duty # \_\_\_\_\_

**What you're right now changes everything.**

**A Battle Buddy is:**

- ... More than just a "work" assignment.
- ... Someone having a plan and responsibilities beyond each other's immediate sight during every minute of both on and off duty assignments and activities.
- ... An individual that is aware of their responsibility to the safety of a buddy, as well as the safety of themselves and other personnel.
- ... An individual that is aware of the danger of common complacency.

**TO BE A GOOD BATTLE BUDDY YOU MUST:**

- ... Be ready to take and lead responsibility for your buddy regardless of duty or time. It is a 24/7 commitment to help a buddy out.

**Remember:** Just like a designated driver, in order to look out for your partner, you have to be sober enough to make good decisions and execute on them.

**SOLDIER | FAMILY | TEAM | MISSION**

**Try using this acronym to talk with your Battle Buddy:**

- A** - Address - Get to the point of the issue, what the problem is, and what you need to do to solve it.
- R** - Recognize - Acknowledge the problem, and what you need to do to solve it.
- E** - Explain - Explain what the problem is, and what you need to do to solve it.
- S** - Support - Be there with the person who is having the problem, and help them to solve it.
- A** - Ask - Ask the person who is having the problem, what they need to do to solve it.
- I** - Identify - Identify the problem, and what you need to do to solve it.
- M** - Monitor - Monitor the person who is having the problem, and help them to solve it.
- E** - Encourage - Encourage the person who is having the problem, and help them to solve it.

**For more information, visit [safety.army.mil](https://safety.army.mil)**

6. Battle Buddy Contract



BATTLE BUDDY CONTRACT

I, \_\_\_\_\_

Rank, Last Name, First Name

Hereby promise to serve as \_\_\_\_\_'s Battle Buddy.

Rank, Last Name, First Name

Date: \_\_\_\_\_

Battle Buddy Creed:

I am the pillar of warrior tasks and drills.

I am inferior to no one!

I will never settle for anything less than the best for myself and my Battle Buddy.

Can't, Too Busy and Won't are not in my vocabulary and will never be used.

I will Intervene and/or request assistance if my Buddy is in trouble or in danger of committing misconduct;

I will listen and lend assistance to my Buddy regardless of day or time;

I will execute my duties as Battle Buddy with the utmost professionalism.

Signed by: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_

**TO BE A GOOD BATTLE BUDDY MEANS THAT YOU ARE AVAILABLE, KNOWLEDGABLE AND COMFORTABLE WITH THE DUTIES OF THIS CONTRACT.**



## 7. Leader Risk Assessment

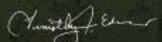
# LEADER'S RISK ASSESSMENT



It is imperative that in today's Army, leaders take care of Soldiers. Amid continuing combat operations and the repositioning of forces around the world, both leaders and Soldiers are faced with competing demands that could allow an acceptable risk to slip unnoticed into their everyday tasks. At the same time, discipline has become a major issue off duty, manifesting itself most often in privately owned vehicle and motorcycle losses.

You know your Soldiers, but you may not have noticed the signs one is at risk. This assessment will help you identify potential problem indicators and address high-risk behavior through proven mitigation strategies. Knowledge and action are the most effective weapons in the fight against preventable accidents, and that effort begins with you.

Leading is a tough job, but you are up to the challenge. Stay smart to stay safe!



TIMOTHY J. EDENS  
Brigadier General, USA  
Director of Army Safety

### WILL ONE OF YOUR PERSONNEL CAUSE THE NEXT ACCIDENT?

Research has shown that leader engagement directly impacts the reduction of accidents caused by human error. Human error accounts for 80 percent of Army ground and aviation accidents and includes: lack of self-discipline, inadequate training, inadequate standards, insufficient support and/or lack of supervision.

This assessment was designed to allow leaders to assess the risk level of their Soldiers. This tool applies to any individual no matter their level, rank or career field.

Use this assessment and increase your awareness of who may be the next person in your formation to have an accident. Who is at risk? This may save their life or the life of a buddy.

After completion of this assessment tool, please take appropriate action to resolve any potential risks.



U.S. ARMY COMBAT READINESS/SAFETY CENTER  
<https://safety.army.mil>

**ARMY SAFE  
IS ARMY STRONG**

### What are you doing to mitigate Soldier and Unit risk?

Within the past month (30 days) have you:

- Taken the time to have a personal talk with any of your Soldiers?
- Met with and addressed concerns with a high risk Soldier?
- Promoted the BOSS program to a single Soldier?
- Conducted a POV inspection of one or more of your Soldiers?
- Given thought to or questioned Soldiers about unit morale?
- Encouraged fellow Soldiers or family members of a Soldier to get involved when they witnessed at-risk behaviors (drinking and driving, speeding, texting or talking on a cell phone while driving)?
- Checked on a Soldier when off duty?
- Referred someone for counseling (marital, financial, mental health, drug or alcohol)?
- Engaged in a fun activity together with your unit (team building, MWR trip, O Day)?
- Corrected someone because their work or appearance was not up to military standards?

If you answered NO to more than one of these questions, you may need to re-engage with your Unit and your Soldiers.

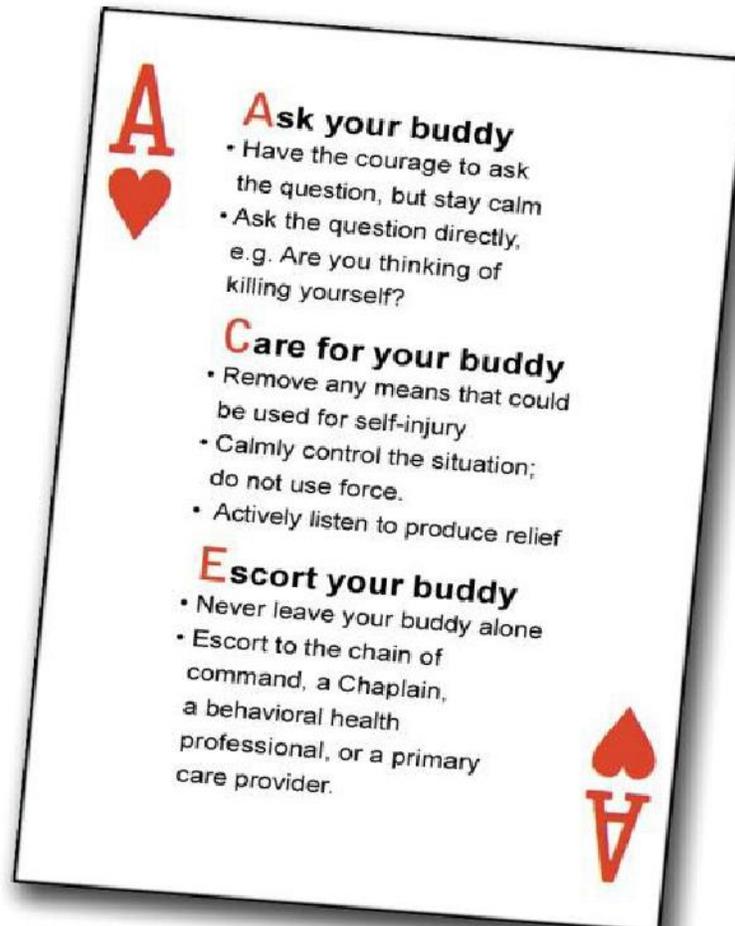
**DIRECTIONS:** Answer the questions below. This assessment is an awareness tool designed for leaders at all levels within the Army. You should complete this assessment to increase your awareness of your Soldiers' risk factors. You are not required to give the results to anyone else.

1. Has the Soldier returned from a stressful deployment within the past 6 months (lost a unit member, been near IED explosions, mortar fire, etc.)?
2. Has the Soldier recently received a speeding ticket or have you observed or been informed that the Soldier has been exceeding the speed limit?
3. Is the Soldier easily distracted because they are focused on non-work related issues (divorce or separation, death of someone close, bills, or break-up with boy/girl friend, etc.)?
4. Has the Soldier been known to operate or ride in a vehicle while not using personal protective equipment (seatbelt, helmet, etc.)?
5. Has the Soldier been involved in physical or verbal confrontations with friends or coworkers lately?
6. Does the Soldier have an "I don't care" attitude about things like his/her job, appearance, friends or family?
7. Does the Soldier appear easily bored, or voice feelings of boredom often?
8. Is the Soldier more tired during duty hours than usual?
9. Have you observed the Soldier consuming energy drinks excessively during duty hours?
10. Has the Soldier recently purchased a handgun, but has yet to receive proper training?
11. Does the Soldier commonly talk on a cell phone or text while driving?
12. Within the past 30 days, has the Soldier driven after drinking alcohol?
13. Has the Soldier recently been participating in "bonehead" style activities, or becoming more involved in thrill seeking activities when out with friends?
14. Is the Soldier going on sick call when there does not appear to be anything physically wrong with them (seems to be malingering)?
15. Is the Soldier becoming more of a risk taker (bought a motorcycle, started rock climbing, parachuting, etc.)?

If you answered YES to one or more of the above questions, take a few minutes to speak with your Soldier. This may be all the intervention that is needed to put them back on the correct path and prevent them from becoming the next accident in your formation. If a referral is necessary, consider the following resources: Chaplain, Troop Medical Clinic, Mental health professional, Army Community Service, or Military OneSource at 1-800-342-9647; (number manned 24 hours a day). Remember to keep your chain-of-command informed but most importantly, DO NOT allow the issues to worsen. It is your responsibility to TAKE ACTION!

# *Is your buddy in crisis?*

*If your buddy is in crisis, remember: **ACE***



## *Are you in crisis?*

*If you are in crisis, talk to your chaplain or chain of command immediately. Have the courage to seek help!*

*For help, call:*

**Military OneSource: 1-800-342-9647**

**National Suicide Prevention Lifeline: 1-800-273-TALK**

**National Suicide Prevention Hotline: 1-800-SUICIDE**

## 10. Suicide Prevention

### a. Warning Signs & Risk Factors

(1) Warning Signs: When a Soldier displays any combination of the following, the buddy or chain of command should be more vigilant. It is advised that help should be secured for the Soldier if the following signs are present:

- (a) Talk of suicide or killing someone else.
- (b) Giving away property or disregard for what happens to one's property.
- (c) Withdrawal from friends and activities.
- (d) Problems with girlfriend (boyfriend) or spouse.
- (e) Acting bizarre or unusual (based on your knowledge of the person).
- (f) Soldiers in trouble for misconduct (Art-15, UCMJ, etc.).
- (g) Soldiers experiencing financial problems.
- (h) Soldiers who have lost their job at home (reservists).
- (i) Those soldiers leaving the service (retirements, ETSs, etc.).

When a Soldier displays any one of these concerns, the Soldier should be seen immediately by a helping provider:

- (j) Talking or hinting about suicide.
- (k) Formulating a plan to include acquiring the means to kill oneself.
- (l) Having a desire to die.
- (m) Obsession with death (music, poetry, artwork).
- (n) Themes of death in letters and notes.
- (o) Finalizing personal affairs.
- (p) Giving away personal possessions.

(2) Risk Factors: Risk factors are those things that increase the probability that difficulties could result in serious adverse behavioral or physical health. The risk factors only raise the risk of an individual being suicidal it does not mean they are suicidal. The risk factors are often associated with suicidal behavior include:

- (a) Relationship problems (loss of girlfriend/boyfriend, divorce, etc.)

- (b) History of previous suicide attempts Substance abuse
- (c) History of depression or other mental illness
- (d) Family history of suicide or violence
- (e) Work related problems
- (f) Transitions (retirement, PCS, discharge, etc.)
- (g) A serious medical problem
- (h) Significant loss (death of loved one, loss due to natural disasters, etc.)
- (i) Current/pending disciplinary or legal action. • Setbacks (academic, career, or personal)
- (j) Severe, prolonged, and/or perceived unmanageable stress
- (k) A sense of powerlessness, helplessness, and/or hopelessness

b. Suicidal Risk Highest When: The person sees no way out and fears things may get worse. The predominant emotions are hopelessness and helplessness. Thinking is constricted with a tendency to perceive his or her situation as all bad. Judgment is impaired by use of alcohol or other substances.

(1) What to Do: It is best for mental health or medical professionals to assess and manage suicidal Soldiers, but there may be times when unit leaders or peers find themselves on the phone with a suicidal Soldier. In any situation, if a Soldier threatens suicide, take him very seriously. You may have very limited time and only one chance to intervene. The most important thing to do is take action.

(2) By Phone:

- (a) Establish a helping relationship (get your foot in the door).
- (b) Quickly express that you are glad the Soldier called.
- (c) Immediately get the telephone number that he is calling from in case you are disconnected.
- (d) Find out where the Soldier is located.
- (e) Get as much information as possible about the Soldier's plans, access to means of self-harm, and intent.
- (f) Listen and do not give advice.
- (g) Keep the Soldier talking as long as possible until help can reach him but avoid topics that agitate him (i.e., his unfair supervisor, cheating spouse, ect.)

(h) Follow up and ensure the Soldier is valued.

**(3) In Person:**

(a) Find out what is going on with the Soldier.

(b) Use open-ended questions such as: "How are things going?" or "How are you dealing with...?"

(c) Share concern for his well-being.

(d) Be honest and direct.

(e) Listen to words and emotions.

(f) Repeat what he says using his words.

(g) Ask directly about his intent, i.e., "Are you thinking about suicide?" This will not put new ideas in his head.

(h) Keep the Soldier safe. DO NOT leave him alone; have a capable Soldier with him at ALL times. Take steps to remove potential means of self-harm including firearms, pills, knives, and ropes.

(i) Involve security if the Soldier is agitated or combative. The command should escort the Soldier to the military treatment facility (MTF) or civilian emergency room (ER) if the MTF is unavailable.

(j) Follow up and verify that the Soldier was evaluated. If psychiatric hospitalization is required, talk to the MTF staff about what assistance is needed (e.g. arranging for necessary belongings, child care, or pet care).

(k) Monitor the Soldier until you are convinced the Soldier is no longer at risk.

(l) The Soldier may be so intent on suicide that he becomes dangerous to those attempting to help him. Talk to a mental health provider for advice on whether to call an ambulance or transport him yourself. If the advice is to transport him in your vehicle, a person must sit at each door to prevent the suicidal Soldier from exiting the moving vehicle. Have your appointed contact person give the behavioral health provider the unit commander's telephone number for feedback following the evaluation. During duty hours, contact your MTF. After duty hours, contact the post or civilian ER. Behavioral health evaluations must be conducted in a location where medical support and security are available. If there is not an ER on post, the MTF duty crew will handle suicide risk assessments using the local community medical or behavioral health facilities.

(4) What to Avoid: Leaders should let their Soldiers know they are safe and in good hands if they ask for

help. Do NOT minimize the problem. Do NOT ask, "Is that all?"

- (a) Do NOT overreact to the problem.
- (b) Do NOT create a stigma about seeking behavioral health treatment.
- (c) Do NOT give simplistic advice such as, "All you have to do is "
- (d) Do NOT tell the Soldier to "suck it up," or "get over it."
- (e) Do NOT make the problem a source of unit gossip
- (f) Involve others on a need-to-know basis
- (g) Do NOT delay a necessary referral

GTA 12-01-001

# **ARMY SUICIDE PREVENTION PROGRAM**

EFFECTIVE DATE 15 JAN 2007

## **Additional Resources**

**Army Suicide Prevention Program**  
<http://www.armyg1.army.mil/hr/suicide.asp>

**U.S. Army Center for Health Promotion and Preventive Medicine**  
<http://chppmwww.apgea.army.mil/dhpw/readiness/suicide.aspx>

**Office Chief of Chaplains**  
<http://www.chapnet.army.mil/>

**Army Families Online**  
<http://www.armyfamiliesonline.org/>

**Army Behavioral Health**  
<http://www.behavioralhealth.army.mil/>

**National Suicide Prevention Lifeline**  
1-800-273-TALK (8255)  
<http://www.suicidepreventionlifeline.org/>

**American Association of Suicidology**  
<http://www.suicidology.org/>

**National Hopeline Center**  
<http://www.hopeline.com/>

**Everyone Matters!**



## **Additional Resources**

### **Army Suicide Prevention Program**

<http://www.armyg1.army.mil/hr/suicide.asp>

### **U.S. Army Center for Health Promotion and Preventive Medicine**

[http://chppmwww.apgea.army.mil/  
dhpw/readiness/suicide.aspx](http://chppmwww.apgea.army.mil/dhpw/readiness/suicide.aspx)

### **Office Chief of Chaplains**

<http://www.chapnet.army.mil/>

### **Army Families Online**

<http://www.armyfamiliesonline.org/>

### **Army Behavioral Health**

<http://www.behavioralhealth.army.mil/>

### **National Suicide Prevention Lifeline**

1-800-273-TALK (8255)

<http://www.suicidepreventionlifeline.org/>

### **American Association of Suicidology**

<http://www.suicidology.org/>

### **National Hopeline Center**

<http://www.hopeline.com/>



***Everyone Matters!***

#### **Part 4 (6) Equal Opportunity**

The Equal Opportunity program includes a comprehensive effort to maximize human potential and ensure fair treatment for all persons. The EO philosophy is based on fairness, justice, and equality. All Fort Bliss personnel will provide fair treatment for military personnel and their Family Members without regard to race, religion, color, national origin, or gender (the five EO protected categories). This policy applies both on and off post, during duty and non-duty hours, and extends to working, living, and recreational environments. Equal Opportunity is the responsibility of leadership at all levels and a function of command. Discrimination, whether real or perceived, destroys cohesion, damages morale/discipline and interferes with mission accomplishment. Every individual has the right to work in an environment free of discrimination. Leadership will set the example with regard to equal opportunity, and direct full compliance by their subordinate leaders. Commanders will establish robust EO programs and conduct realistic training by utilizing a small group, interactive, discussion-based format. At a minimum, EO training will be conducted quarterly, and senior leader attendance at EO training is mandatory. Command Climate Surveys (CCSs) will be conducted within 30 days of assuming company command, again at 6 months, and annually thereafter.

#### **Part 4 (7) Sexual Harassment/Assault Response and Prevention (SHARP) Program**

Casualties of sexual harassment have two options: formal and informal complaints. A formal complaint is one that a complainant files in writing and swears to the accuracy of the information. Formal complaints require specific actions, are subject to timelines, and require documentation of the actions taken. An informal complaint is any complaint that a Soldier or Family Member does not wish to file in writing. Informal complaints may be resolved directly by the individual, with the help of another unit member, the commander or other person in the complainant's chain of command. Typically, those issues that can be taken care of informally and resolved through problem identification and clarification of the issues at the lowest levels. An informal complaint is not subject to a timeline, but will be worked as quickly as possible to provide timely feedback to the complainant.

Casualties of sexual assault are encouraged to report the assault. Casualties of sexual harassment/assault will be treated with dignity, fairness, and respect. Every reported case of sexual harassment/assault will be treated seriously. The information and circumstances of the allegations will only be disclosed on a need to know basis. Casualties have two options for reporting: restricted and unrestricted.

Restricted reporting allows a casualty of a sexual assault to disclose the details of the assault on a confidential basis to specifically identified individuals and receive medical treatment and counseling without triggering an official investigation. With the consent of the casualty, a healthcare responder will conduct a forensic examination, which may include the collection of evidence. Soldiers or Family Members 18 or older who are sexually assaulted and desire restricted reporting should report the assault to a SHARP specialist or healthcare responder on post to maintain confidentiality. Chaplains are also a valuable confidential source for casualties to reach out to. Details regarding the incident will be limited to only those personnel on a need to know basis.

Unrestricted reporting allows a casualty of a sexual assault to receive medical treatment and counseling, but will trigger an official investigation into the sexual assault. Casualties may make an unrestricted report to a SHARP Specialist, healthcare responder, CID, law enforcement, or the chain of command. With the consent of the casualty, a healthcare responder will conduct a forensic examination, which may include the collection of evidence. Chaplains are also a valuable confidential source for casualties to reach out to.



# SHARP 24/7 HOTLINES



**FT. BLISS: (915) 245-8991**

**DoD: (877) 995-5247**



## OTHER RESOURCES



### CASUALTY SUPPORT SERVICES

- Access DoD website [www.safehelpline.org](http://www.safehelpline.org)
- DoD Texting location/zip (CONUS) 55-2 47
- DoD Texting location (OCONUS) 202-470-5546
- Military One Source 800-342-9647

### FORT BLISS SHARP FIRST RESPONDERS

- WBAMC Emergency Room 915-742-8205
- Sexual Assault Nurse Examiner 915-892-8863
- Behavioral Health 915-892-4723
- CID 915-261-5369
- Military Police 915-744-1237
- Legal 915-726-3453
- Chaplain 915-637-4265



## SHARPening IRON



Seeking help is a strength, not a weakness

All personnel who witness or have knowledge of sexual harassment/assault are obligated to report within 24 hours. Victims are encouraged to report sexual harassment/assault as soon as possible to a SHARP Victim Advocate (2 VAs in each Battalion/Company), or a First Responder.

### Sexual Assault Reporting Options

#### Restricted Reporting Option

- Reported through SHARP Victim Advocates
- Advocacy Services
- Medical Treatment/Counseling
- Sexual Assault Forensic Exam (Optional)
- Chaplain Services (confidential)

#### Unrestricted Reporting Option

- Reported through first providers or Chain of Command
- Initiates official Investigation
- Advocacy Services
- Medical Treatment/Counseling
- Sexual Assault Forensic Exam (Optional)
- Chaplain Services (confidential)

### Sexual Harassment Reporting Options

- Informal Complaint – Complainant does not wish to file in writing; worked at lowest level.
- Formal Complaint – Complainant files in writing and swears to the accuracy of the information.

## PART SIX

### The 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 will 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

### Warrior Ethos

The Warrior Ethos forms the foundation for the American Soldier's spirit and total commitment to victory, in peace and war, always exemplifying ethical behavior and Army Values. Soldiers put the mission first, refuse to accept defeat, never quit, and never leave behind a fellow American. Their absolute faith in themselves and their comrades makes the United States Army invariably persuasive in peace and invincible in war.

### Army Values

**Loyalty:** Bear true faith and allegiance to the U.S. Constitution, the Army your unit, and other Soldiers.

**Duty:** Fulfill your obligations.

**Respect:** Treat people as they should be treated.

**Selfless-Service:** Put the welfare of the nation, the Army, and your subordinates before your own.

**Honor:** Live up to all the Army values.

**Integrity:** Do what's right, legally and morally.

**Personal Courage:** Face fear, danger, or adversity (Physical courage or Moral courage)

## **The Creed of the Non-Commissioned Officer**

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 watch-word. 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 tactically and technically 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 actions 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!

### **Code of Conduct**

1. I am an American, fighting in the forces which guard my country and our way of life. I am prepared to give my life in their defense.
2. I will never surrender of my own free will. If in command, I will never surrender the members of my command while they still have the means to resist.
3. If I am captured, I will continue to resist by all means available. I will make every effort to escape and aid others to escape. I will accept neither parole nor special favors from the enemy.
4. If I become a prisoner of war, I will keep faith with my fellow prisoners. I will give no information or take part in any action that may be harmful to my comrades. If I am senior, I will take command. If not, I will obey the lawful orders of those appointed over me and will back them up in every way.
5. When questioned, should I become a prisoner of war, I am required to give name, rank, service number, and date of birth. I will evade answering further questions to the utmost of my ability. I will make no oral or written statements disloyal to my country and its allies or harmful to their cause.
6. I will never forget that I am an American, fighting for freedom, responsible for my actions, and dedicated to the principles that make my country free. I will trust in my God and the United States of America.

## **The Army Song**

Military personnel do not salute during The Army Song. When played, personnel in civilian or military attire will stand at the position of attention facing the music. There is no requirement to come to attention when The Army Song is played on the radio or television (such as before a sporting event or station sign-off). Soldiers will stand at attention and sing the Army Song whenever it is played.

### ***The Army Song***

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:

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

#### **CHORUS:**

Then it's hi, hi, hey! The Army's on its way  
Count off the cadence loud and strong (two, three)  
For wher-e'er we go, You will always know  
that the Army Goes Rolling Along

### ***1<sup>st</sup> Armored Division Song***

#### **"Iron Soldiers"**

Iron Soldiers, Old Ironsides  
We serve with honor, we serve with pride  
Guarding freedom we're proud to be, our nation's tank force the First A.D.  
With that Iron patch worn on my sleeve,  
I join with those who fight for liberty!  
Always ready, for peace we strive,  
Iron Soldiers, Old Ironsides!

## APPENDIX A

### SERGEANT AUDIE MURPHY CLUB

1. General. The Fort Bliss Sergeant Audie Murphy Club (SAMC) program has been established to recognize outstanding Noncommissioned Officers (NCOs) in the ranks of Corporal through Command Sergeant Major who demonstrate leadership characteristics by personal concern for the needs, training, development and welfare of their Soldiers. Selection as a recipient of the Sergeant Audie Murphy Award (SAMA) is for NCOs whose leadership, achievements and performance merit special recognition. The SAMA is a means of recognizing those NCOs who have contributed significantly to the NCO Corps and a combat ready Army.

a. To establish a program to recognize and reward outstanding Non Commissioned Officers, Corporal (CPL/E4) through Master Sergeant/First Sergeant (MSG/E8), assigned or attached to Fort Bliss.

b. Eligibility criteria are as follows:

- (1) CPL (E4) through MSG (E8).
- (2) First-line supervisor of at least two Soldiers.
- (3) Demonstrates leadership characteristics by personal concern for the needs, training, development and welfare of their Soldiers.
- (4) Has and maintains a current Leader's Notebook on all assigned Soldiers.

c. Nomination packets from the unit will include the following:

- (1) Cover page with complete name and rank of nominee, unit, and unit symbol.
- (2) Table of Contents outlining documents in the packet with tabs.
- (3) Commanders Evaluation / Nomination.
- (4) Recommendation letters from unit Commander, Battalion CSM, and BDE CSM.
- (5) Administrative Photo.
- (6) Biographical Sketch.
- (7) Enlisted Records Brief (current and up to date).
- (8) Copy of current DA Form 705.
- (9) Verified Height and Weight Data.
- (10) SAMC Performance Test.
- (11) SAMC Evaluation grade sheet.
- (12) DD Form 2266 Hometown News Release (complete with original signatures).

d. Each candidate must have a working Leaders Notebook with them for review by the board members at the final selection board. Selection into the SAMC will be in four phases.

**(1) Phase 1 and 2 – Commander’s Evaluation/Nomination through Battalion/ Brigade level boards.**

(a) Unit commanders and 1SGs that recommend NCOs for membership in the SAMC submit nomination packets for candidates to the CSM at the Battalion/Brigade level.

(b) The Battalion/Brigade CSM will hold monthly SAMC boards that coincide with Phase 3 (SAMC Evaluation) and Phase 4 (Post board). The board will consist of four to six CSM/ 1SGs selected by the BN/ BDE CSM from subordinate units within the command. At any time, board members are authorized to dismiss a candidate if he or she does not meet the standards.

(c) The president of the board will counsel Soldiers that are considered, but not nominated. The counseling will identify reasons for non-selection and make suggestions for improvement. The nominee may be reconsidered after standards have been met.

(d) Soldiers that are considered will be nominated to move on to Phase 3 (SAMC Evaluation) and Phase 4 (Post board).

(e) Phase 1 and 2 will be completed at the unit through the Battalion/Brigade level prior to start of phase three. An original copy of the nominee’s packet must be received (1) week prior to the start of phase three and turned into the president of the SAMC.

**(2) Phase 3 – SAMC Evaluation:**

(a) The SAMC Members will conduct an evaluation board the day prior to the post board. The evaluation board will consist of the SAMC president and four other SAMC members. The SAMC Evaluation will consist of an APFT and each candidate will present a 15 minute block of instruction on one topic from Annex C. Sponsors will attend both the APFT and the Presentation.

(b) Candidates will be given an APFT starting at 0630 hours the day prior to the Post Board at the baseball field across from Stayton Theater. The uniform is seasonal APFT uniform and reflective belt. Road guard vest will be issued. Failure of the APFT or height and weight requirements IAW AR 600-9 will terminate a candidate’s status to participate in Phase 4 (Post board).

(c) Candidates will present the SAMC selected board members with a 15 minute block of instruction on one of the topics provided in Annex C. It is the candidate’s responsibility to provide all the necessary materials or training aids required. Special requests may be accommodated with prior coordination. The uniform for the presentation will be ACUs. The SAMC board members have the option of terminating a candidate’s appearance before the Post board if they feel the candidate was not prepared or if he/she did not deliver the class with the necessary leadership abilities to communicate to Soldiers.

(d) The SAMC president will provide the Post Board members with written feedback on each of the candidate’s performances in Phase 3 (SAMC Evaluation).

**(3) Phase 4 – Post Board**

(a) The 1<sup>st</sup> Armored Division and Post CSM will convene the Post board the last Wednesday of

each month. The

(b) Post board will consist of five to six CSMs, with the Post CSM being the president of the board. The president of SAMC will act as a non-voting member and will be the representative for all current SAMC members (See Annex A). Units that are deployed may conduct a board once a quarter and select one NCO for selection for each board. Names of NCOs selected while deployed will be submitted to the Fort Bliss Chapter SAMC.

(c) Uniform for both candidates and sponsors will be the Army Service Uniform; blue or green with awards, decorations, and medallions.

(d) At any time a request can be made by members of the Post board, to the president of the Post Board for a candidate's dismissal.

(e) NCOs' must have a majority vote to be selected for membership into SAMC. NCOs' selected for membership by the Post board will not be based on quotas. Soldiers that are not selected for membership as a SAMC member will be counseled by the president of the board. The Soldier may be reconsidered once corrective actions have been taken.



NOTE: Brigade Commanders and CSMs may authorize the wear of the SAMC Medallion on specific days (afternoons following SGTs Time, etc.) or to specific events (promotion boards, NCO Induction Ceremonies, etc) within their organizations. The SAMC Medallion is authorized for wear at all post level events (NCOPD and NCOES Graduations) or as identified by the Commanding General and PCSM.

The Sergeant Audie Murphy Association regulation at FORSCOM Regulation 600-80.

## APPENDIX B

### DR MARY E. WALKER AWARD

#### 1. General.

a. Eligibility criteria is as follows: Spouses (male and female) of Active Army, Army National Guard, and Army Reserve Soldiers of all ranks are eligible. All eligible volunteers will have equal eligibility without consideration of military members rank or position. Demonstrates outstanding volunteer service contributing to the mission of the Army and to the welfare of the Army family Active member / supporter of a unit Family Readiness Group (FRG) or actively support, in a clearly distinguishable manner, a military organization which does not have an organized FRG. Volunteer service must directly benefit Soldiers and/or their Families or be readily identified as bringing great credit on the Army family. Level of sacrifice and dedication will be considered. Merit/quality/impact of volunteer accomplishment (s)/contributions(s) will also be considered. Volunteer service may be to/at several installations/units of assignment. Volunteers must not have received a monetary incentive for acts or contributed services being considered for award.

b. Nomination packets from the unit will include the following (See Annex):

- (1) Cover page with complete name, unit, and unit symbol.
- (2) Table of Contents outlining documents in the packet with tabs.
- (3) Recommendation Letter from Brigade CSM.
- (4) Nomination Worksheet with Brigade and Battalion Board results.
- (5) Biographical Sketch to include name, SSN, and Sponsor Information.
- (6) Commander / First Sergeant Nomination Worksheet.
- (7) Supporting Volunteer documentation, acts/service and justification for nomination.
- (8) DD Form 2266 Hometown News Release (complete with original signatures).

(9) Selection for the DRMEW will be in three phases and will correspond with the SAMC selection process outlined in FORSCOM Regulation 215-5.

c. Phase 1 and 2 –Nomination/ Selection through Battalion/ Brigade level boards.

- (1) Nomination to the unit CSM.
- (2) The Battalion/Brigade CSM will screen and evaluate nomination packets at the monthly SAMC boards that coincide with Phase 2 (SAMC Evaluation) and Phase 3 (Bde board). At any time, board members are authorized to dismiss a candidate if he / she does not meet the standards.
- (3) Civilians that are considered will be nominated to move on to Phase 3 (Final Selection Board).
- (4) Phase 1 and 2 will be completed at the unit through the Battalion/Brigade level prior to start of phase three.
- (5) An original copy of the nominee's packet must be received (1) week prior to the start of phase three and turned into the president of the SAMC.

d. Phase 3 – Final Selection Board:

(1) The Post CSM will convene the Post board the last Friday of each month. The Post board will consist of four to six CSMs/SGMs, with the Post CSM being the president of the board.

(2) At any time a request can be made by members of the Post board, to the president of the Post Board for a candidate's dismissal.

(3) Volunteers must have a majority vote to be selected for the DRMEW.

(4) Civilians selected for the DRMEW by the Post board will not be based on quotas.

(5) The Final Selection Board need not select candidates if they do not meet the required standards.

(6) Nomination packets of selected volunteers will be retained by the Final Selection Board.

e. Phase 4 – Induction: MACOM Level:

(1) Phase 4 is completed at the MACOM level. A copy of the Post board proceedings will be endorsed by the Fort Bliss CSM and forwarded to the FORSCOM CSM for approval of the award.

(2) Volunteers selected by the Post board for the DRMEW will receive the following:

(3) FORSCOM form 1062, Certificate of Achievement / Membership.

(4) Membership Medallion.

(5) The DRMEW Award will be presented at the local SAMC Induction ceremony or other such ceremony commensurate with this level award.

(6) Each command will maintain historical records of all DRMEW recipients. Upon notification of reassignment, the unit will inform the SAMC president of the departure date, address of the new command, and the standard name line of the departing awardee.

APPENDIX C

CHAIN OF COMMAND

The Chain of Command is the line of authority and responsibility along which orders are passed within a military unit and between different units. Orders are transmitted down the chain of command, from a higher-ranked Soldier, such as a commissioned officer, to lower-ranked personnel who either execute the order personally or transmit it down the chain as appropriate, until it is received by those expected to execute it.

CHAIN OF COMMAND

- COMMANDER IN CHIEF \_\_\_\_\_
- SECRETARY OF DEFENSE \_\_\_\_\_
- \*\*CHAIRMAN of the JOINT CHIEFS OF STAFF \_\_\_\_\_
- SECRETARY OF THE ARMY \_\_\_\_\_
- ARMY CHIEF OF STAFF \_\_\_\_\_
- FORSCOM/TRADOC/MEDCOM \_\_\_\_\_
- III CORPS COMMANDER \_\_\_\_\_
- POST/DIVISION COMMANDER \_\_\_\_\_
- BRIGADE COMMANDER \_\_\_\_\_
- BATTALION/SQUADRON COMMANDER \_\_\_\_\_
- COMPANY/BATTERY/TROOP COMMANDER \_\_\_\_\_
- PLATOON LEADER \_\_\_\_\_
- SECTION/SQUAD LEADER \_\_\_\_\_
- TEAM LEADER \_\_\_\_\_

\*\* NOTE: The CHAIRMAN of the JOINT CHIEFS OF STAFF is not part of the Chain of Command, nevertheless, everyone on Fort Bliss will know who the CHAIRMAN of the JOINT CHIEFS OF STAFF IS.

## APPENDIX D

### NCO SUPPORT CHANNEL

**The NCO Support Channel** is subordinate to and supportive of the chain of command. The NCO support channel is not an independent channel. It is incumbent on the users of this channel to ensure that the chain of command is kept informed of actions implemented through the NCO support channel and to eliminate the possibility of the NCO support channel operating outside of command policy and directives. Problems should be brought to the attention of the chain of command and resolved through a coordinated effort. Since the NCO support channel should be operating in accordance with established command policy and directives, conflicts should be minimal and easily resolved.

#### NCO SUPPORT CHANNEL

SERGEANT MAJOR OF THE ARMY \_\_\_\_\_  
FORSCOM/TRADOC/MEDCOM CSM \_\_\_\_\_  
III CORPS CSM \_\_\_\_\_  
POST/DIVISION CSM \_\_\_\_\_  
BRIGADE CSM \_\_\_\_\_  
BATTALION/SQUADRON CSM \_\_\_\_\_  
1SG/DETACHMENT SERGEANT \_\_\_\_\_  
PLATOON SERGEANT \_\_\_\_\_  
SECTION/SQUAD LEADER \_\_\_\_\_  
TEAM LEADER \_\_\_\_\_

**APPENDIX E**

**EMERGENCY CONTACT NUMBERS**

**Emergency contact numbers** Knowing who and how to contact your leaders in an emergency is critical to keeping leadership informed of the situation.

**EMERGENCY CONTACT NUMBERS**

Immediate Supervisor:

Name \_\_\_\_\_

Phone number(s) \_\_\_\_\_

Duty \_\_\_\_\_ Home \_\_\_\_\_

Cell \_\_\_\_\_

Charge of Quarters

Phone number(s) \_\_\_\_\_

Building number \_\_\_\_\_

1SG:

Name \_\_\_\_\_

Phone number(s) \_\_\_\_\_

Duty \_\_\_\_\_ Home \_\_\_\_\_

Cell \_\_\_\_\_

Commander:

Name \_\_\_\_\_

Phone number(s) \_\_\_\_\_

Duty \_\_\_\_\_ Home \_\_\_\_\_

Cell \_\_\_\_\_

Staff Duty Officer/NCO:

Phone number \_\_\_\_\_ Building number \_\_\_\_\_

Fort Bliss Operation Center (FBOC):

Phone number \_\_\_\_\_ Building number \_\_\_\_\_

## REFERENCES

The following references were used while creating this handbook however, future changes in Army policy and regulations will supersede unless otherwise notified. You can visit Fort Bliss at its website, [www.bliss.army.mil](http://www.bliss.army.mil) for other policies and references.

Helpful Fort Bliss Websites

Fort Bliss Policy Letters website

[www.bliss.army.mil/leader/commanddirectives](http://www.bliss.army.mil/leader/commanddirectives)

Center for the Army Profession and Ethic (CAPE)

[www.cape.army.mil](http://www.cape.army.mil)

Fort Bliss Sponsorship program website

[www.bliss.army.mil/sponsorship](http://www.bliss.army.mil/sponsorship)

Fort Bliss Safety Program website

[www.bliss.army.mil/safety](http://www.bliss.army.mil/safety)

Fort Bliss Facebook Page

[www.facebook.com/army.bliss?filter=1](http://www.facebook.com/army.bliss?filter=1)

***Visit “Fort Bliss” website at [www.bliss.army.mil](http://www.bliss.army.mil) for information regarding these issues and the latest information. Also visit the post newspaper at <http://fortblissbugle.com>***

Fort Bliss Regulation

FB Reg. 27-5 Registration of Privately Owned Firearms and Weapons

Field Manuals

FM 6-22 Leadership

FM 7-21.13 The Soldiers Guide

Technical Bulletin

Technical Bulletin Medical 287

Training Circular

TC 3-22.20 Physical Readiness Training

Army Regulations

AR 27-10 Military Justice

AR 350-30 Code of Conduct

AR 600-8-10 Leaves and Passes

AR 600-8-14 ID cards for Members of the Uniformed Services

AR 600-9 Weight Control

AR 600-25 Salutes, Honors, and Visits of Courtesy

AR 670-1 Wear and Appearance of Army Uniforms and Insignia

Additionally, the Army Training Network (ATN) should be visited by all Soldiers and Leaders at Fort Bliss.

<https://atn.army.mil/>

This one-stop resource for training planning and execution will assist leaders in developing current, relevant and quality training exercises and events for respective formations. Additional site features include the NCO Corner, as well as a wealth of knowledge and useful sites for developing training events across all branches

and special discipline units.

### IMPORTANT NUMBERS

Ambulance-Fire-Military Police	911
Suicide Hotline	1-800-784-2433
Poison Control Hotline	1-800-222-1222
American Red Cross	568-5085
Army Career & Alumni Program	568-7996/3870
Army Community Services	568-4614
Army Education Center	568-7161
Army Emergency Relief	568-7088
Army Substance Abuse Program	568-1033/0519
Child and Youth Services Central Enrollment & Registration	568-4374
Commanding General's Hotline	744-4766
Commissary	568-1985
Defense Military pay Office Customer Service	568-7602
Equal Opportunity (Mil)	568-1213
Fort Bliss Operations Center	744-1962
Inspector General	568-1241
Legal Assistance	568-7141
Medical Appointments	569-2273
Military Police Desk	568-2115/2116/2117
Morale, Welfare & Recreation	568-3500
Motorcycle/DDC Training	568-7772
On-Post Information/Operator. (From DSN line)	0
Operator	568-2121
Post Chaplain	568-1519
Post Locator	568-1113
Post Retention	568-1121/1122/7387
Post Safety Office	569-2510
Range Control Scheduling Office	569- 9248
Tax Center	568-4999
Transportation Branch customer service	568-5288
USO Fort Bliss	569-5644
Vehicle Registration	568-1890
Weapons Registration	568-1890

Battalion Staff Duty

(915) 532-9999

## **NOTES**











