

(b)(7)(E)



**U.S. Customs and
Border Protection**

JUN 30 2021

MEMORANDUM FOR: All Chief Patrol Agents
All Directorate C

FROM: Rodney S. Scott
Chief
U.S. Border Patrol

(b)(6)

SUBJECT: Uniform and Grooming Standards Internal Operating Procedures
Update

The wear of the U.S. Border Patrol uniform reflects our commitment to maintain standards and professional appearance to promote public trust and confidence. Effective immediately, Chief Patrol Agents shall disseminate the attached updated Internal Operating Procedures (IOP) 401-123, *Uniform and Grooming Standards*, and enforce it equitably to all Agents within their command.

This IOP supersedes IOP 5230-034 *Uniform and Grooming Standards*, dated November 1, 2010, and all policies and memorandums which address uniform and grooming standards for Border Patrol Agents.

Questions should be directed to Assistant Chief (b)(6),(b)(7)(C) Agent Support Division, U.S. Border Patrol Headquarters, at (b)(6),(b)(7)(C)

Attachment

**U.S. BORDER PATROL
INTERNAL OPERATING PROCEDURE
UNIFORM AND GROOMING STANDARDS**

SHORT TITLE: IOP 401-123

EFFECTIVE DATE: July 1, 2021

RESPONSIBLE OFFICE: USBP/MROD/Agent Support Division

SUPERSEDES: IOP 5230-034

1. PURPOSE.

- 1.1 This Internal Operating Procedure (IOP) implements the U.S. Customs and Border Protection (CBP) Directive 5230-01, *CBP Uniform Handbook* to the U.S. Border Patrol (USBP). It provides guidance and procedures to promote Border Patrol Agents' (BPAs) image as professional law enforcement officers.
- 1.2 This document applies to GS-1896 BPAs across all Department of Homeland Security (DHS) and CBP components, regardless of duty station or status, e.g., permanent or temporary duty assignments. All GS-1896 BPAs will follow the same standards to ensure uniformity, exemplifying the pride and professionalism of the agency.
- 1.3 Ensure all records created as a result of processes prescribed in this publication are maintained in accordance with CBP records management directives and IOP 2110-033, Volume 2, *Correspondence and Records Management* procedures.
- 1.4 Refer recommended changes and questions about this publication to the Responsible Office identified at the top of this page.
- 1.5 This publication may not be supplemented.
- 1.6 Waivers are not authorized for this publication.

2. SUMMARY OF CHANGES.

- 2.1 The Emergency Medical Technician (EMT)/paramedic device has been added to the list of Authorized Uniform Devices (see Section 5.10.4 and Attachment 7).
- 2.2 Tan tactical trousers are authorized as an option to the Class F uniform. At the discretion of the Chief Patrol Agent (CPA), the tan tactical trousers, authorized agency polo shirt, and optional tan/coyote brown or black boots may be worn in lieu of business casual attire or as a training uniform, and while performing certain administrative functions (e.g., Honor Guard practice and Peer Support/Chaplain response to hospitals and residences) (see Attachments 1 and 4).
- 2.3 Boonie hats are authorized for use with the Class C through Class I uniforms, with the exception of the Class H uniform, and are not authorized when performing checkpoint and airport operations (see Section 5.13.4 and Attachments 3 and 4).

- 2.4 The Performance Patrol Shirt (PPS) was added to the Class C uniform, but is only authorized for wear under the Soft Outer Carrier Garment (SOGC) and/or the Hard Plate Carrier (HPC) and is not authorized for wear in any other manner (see Section 5.12.3 and Attachment 3).
- 2.5 Honorary Award wear guidance has been updated (see Sections 5.8.2 and 5.8.3) and the IOP is Attachment 7 in this document.
- 2.6 Uniform Devices were updated to reflect current approved devices and wear policy (see Section 5.10 and Attachment 7).
- 2.7 Balaclavas and neck gaiters are authorized for use with the Class C through Class I uniforms, with the exception of the Class H uniform, and are not authorized for wear during airport operations (see Attachment 3).
- 2.8 SOGC is intended to be worn with the Class C through Class I uniforms (with the exception of the Class H uniform) or with plain clothes. (5.14.1 and Attachment 8)
- 2.9 HPC is intended to be worn over the SOGC or with the Class C through Class I uniforms (with the exception of the Class H uniform) or with plain clothes (see Section 5.14.1 and Attachment 8).

3. OVERVIEW.

- 3.1 All BPAs will wear the official uniform as prescribed herein when performing USBP duties, except as authorized under this IOP.
- 3.2 Only uniform items obtained through the official uniform vendor(s) should be worn, and may not be altered or modified, except as outlined in this IOP. Tailoring the uniform for a more professional appearance is permitted.
- 3.3 Absent extraordinary circumstances, uniforms shall be clean, serviceable (free of tears, not overly worn or faded), and present a professional image at the beginning of the tour of duty.
- 3.4 Uniforms must be disposed of or destroyed in compliance with this IOP.
- 3.5 It is management's responsibility to maintain high standards of uniform regulations by ensuring personnel are properly uniformed daily and to intervene when the guidance herein is not followed.
- 3.6 Failure to comply with this IOP may result in disciplinary action.
- 3.7 This IOP replaces and supersedes all relevant existing policies and memoranda.

4. RESPONSIBILITIES.

- 4.1 The USBP Chief is the lead official responsible for the USBP uniform program.

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4. RESPONSIBILITIES.

- 4.1 The USBP Chief is the lead official responsible for the USBP uniform program.
- 4.2 CPAs and Headquarters (HQ) Associate Chiefs (ACCs) are responsible for directly administering the uniform IOP and submitting policy recommendations to the Chief.
- 4.3 First- and second-line Supervisory Border Patrol Agents (SBPAs) are responsible for ensuring day-to-day compliance with this IOP.
- 4.4 Each BPA is responsible for the proper wear and maintenance of his or her uniform. BPAs are provided a basic uniform allowance and are required to maintain the minimum number of uniform items specified in Attachment 10 to perform his or her duties, as assigned. BPAs who have received an initial issuance of uniforms must have ordered or acquired all items listed in Attachment 10 within 90 days after receiving their second annual uniform allowance.

5. PROCEDURES.

5.1 Wearing of Uniforms

- 5.1.1 All BPAs will only wear officially authorized uniform items when performing USBP duties which require a uniform, except as authorized under this IOP.
- 5.1.2 BPAs are prohibited from wearing the USBP uniform while engaged in any of the following activities, functions, or circumstances, unless specifically authorized by the CPA, regardless of the duty status of the individual: soliciting funds for any purpose from the public; participating in any type of show or event which is commercially sponsored for advertising purposes, where it could be implied or construed that USBP endorses the product advertised; appearing or participating in any event in public that would denigrate USBP integrity.
- 5.1.3 Other than travel to and from an individual's duty location, BPAs are prohibited from wearing the USBP uniform while in an off-duty status, unless specifically authorized by the CPA. The USBP uniform may be worn in an off-duty status when the agent is representing USBP as an agency, but not when an agent is primarily representing his/her own interests.
- 5.1.4 The mixing of any uniform item and unauthorized civilian attire is prohibited while on duty.
- 5.1.5 The mixing of Class A or Class B uniform items and civilian attire or the wearing of a partial Class A or Class B uniform may only occur while in transit to and from work. The mixing of Class C uniform items and civilian attire or the

wearing of a partial Class C uniform may only occur off-duty or as dictated by the needs of the agency. In both instances, no badges, patches, or agency insignia will be displayed. The duty belt must not be worn with civilian attire, unless the agent is performing firearms qualifications or practice, or as dictated by the needs of the agency. The primary intent of this subsection is to acknowledge officer safety concerns, allowing agents to avoid being identified as law enforcement officers while off-duty and/or in transit and does not apply to wearing Class C Rough Duty Uniform (RDU) pants with authorized polo shirts, as specified in Attachment 4.

5.2 The Class A and Class B uniforms must be clean, pressed or steamed, polished where applicable, undamaged, not faded, and worn as outlined in Attachment 3. The maintenance of the Class A and Class B uniforms must be given the utmost care to ensure all uniformed BPAs exemplify the pride and professionalism of the agency.

5.2.1 Badges and nameplates must be worn on the outermost uniform garment and visible to the public when practicable. Nameplates must not be worn on the leather jacket or overcoat.

5.2.2 Official credentials will be carried at all times while on duty, except during undercover operations, if doing so would compromise the safety of the agent.

5.3 Class C uniform—USBP duties and responsibilities are primarily conducted outdoors. Accordingly, the Class C uniform (as per Attachment 3) is normally worn, while performing the following types of assignments (the uniform of the day is assigned by management and this list is not all inclusive):

- Linewatch;
- Transportation Check;
- Interior Patrol;
- Checkpoint Operations;
- During USBP Academy training, the new appointees must wear a Basic Training uniform throughout the Academy and transition into the Class C uniform one week prior to graduation;
- The Class B uniform must be ordered prior to graduation from the Academy and worn for graduation; and
- Training—any practical training where it is necessary or reasonable to wear the Class C uniform, such as firearms qualifications.

5.3.1 Metal badges and name plates are not permitted on the Class C uniform, as name tapes and badge patches are provided with each shirt.

5.3.2 Trousers will not be bloused when wearing the Class C uniform, except during off-road vehicle operations when safety could be compromised.

5.3.3 When wearing the Class C uniform, each agent has the discretion to wear the short or long-sleeve shirt.

- 5.4 Ceremonial Attire—For any type of ceremonial event or occasion (i.e., law enforcement funerals or memorial services, awards ceremonies, any law enforcement or military gathering where the dress uniform is appropriate), the Class A uniform is the only authorized uniform to be worn. This includes the felt campaign hat and Ike Jacket. The shoulder strap will be worn by all SBPAs and higher. The CPA has the discretion to designate events as ceremonial.
- 5.5 Mourning Band—When authorized by the CPA, the mourning band must be worn from the time of death until sunset on the day of the interment. The mourning band may also be authorized for wear in remembrance of fallen agents and officers, such as during National Police Week. BPAs must wear the rough duty mourning badge pin (which is offered by the uniform vendor) on the Class C uniform. BPAs will wear the black elastic band with Class A and Class B uniforms. Both bands must run diagonally from the top right of the badge to the bottom left, when looking at the front of the badge (see Attachment 9).
- 5.6 Civilian Business Attire—The CPA may require or permit BPAs to wear appropriate civilian clothing when assigned to duties where the uniform would tend to frustrate the effort or is unnecessary, such as those involving formal contacts in foreign countries, certain training assignments, court appearances, and some types of border control and security operations. BPAs may be assigned or permitted to wear business or informal attire for such duties.
- 5.6.1 When civilian clothing has been authorized for wear in a duty status in lieu of a uniform, the civilian clothing will be of the same comparable degree of formality as the uniform prescribed for such duty. Standards of dress will be conservative and meet the same professional standards established for personnel in uniform. The assignment, customs in the local area, and image of the agency to be projected will dictate the type of civilian clothing appropriate for the occasion.
- 5.6.2 CPAs may authorize jeans, t-shirts, athletic apparel, and athletic shoes for certain types of work or training. Employees will not wear overly casual or indecent attire while on duty.
- 5.7 Deviations in Uniforms
- 5.7.1 When authorized by the CPA, optional authorized tactical gear/uniforms may be worn by those agents assigned to special operations units, as appropriate to the mission at hand. All members of specialty units must have a uniform appearance and use only clothing and equipment with which they have trained.
- 5.7.2 Agents newly assigned to a specialty unit may be issued up to five sets of specialty uniforms and other required specialty items as outlined by local Internal Operating Procedures. Any additional or replacement uniform items after initial issuance will be purchased by the agent using the annual uniform allowance.

- 5.7.3 Agents who are allergic to dye may wear a sock that does not contain dyes.
- 5.7.4 Sunglasses of a conservative styling may be worn. The frame and design must not create a blind spot to the wearer's peripheral vision. Eyewear straps may be worn, but must be black, dark green, dark blue, dark brown or a similar conservative color.
- 5.7.5 BPAs may purchase items (footwear, undershirts, sunglasses, duty gear, etc.) using personal funds. Agents are allowed to wear those items while on duty, as long as the items conform to uniform specifications and/or the Authorized Equipment List.
- 5.7.6 Agency approved reflective vests and/or reflective placards must be worn for safety reasons while performing duties, such as traffic control, patrolling in hunting areas during hunting season, and during checkpoint and traffic operations in unlit/dimly lit areas. A reflective vest and agency identifier placards are available from the uniform using the uniform allowance.

5.8 Symbols of Rank and Service

- 5.8.1 Only approved symbols of rank and service are allowed to be worn on the uniform. Uniform shirts and outer uniform garments must bear only those insignia items specifically authorized for the agent's rank and title, and only in the manner prescribed (see Attachment 6).
- 5.8.2 USBP award decorations and specialty insignia may be worn with the Class A, Class B, and Class C uniforms (see Attachment 7). USBP medals and ribbons will only be worn on the Ike Jacket and Class B uniform (see Attachment 7). USBP medals will only be worn for specific events/occasions, as authorized by the CPA.
- 5.8.3 No other awards, ribbons, medals or unauthorized specialty insignia are permitted on any USBP uniform.
- 5.8.4 Service stars are worn only on the Ike jacket and the overcoat. Each service star represents (b)(7)(E) of service accrued. The center of the first star is placed one-inch above the peak of the blue piping, on an imaginary line extending through the center of the shoulder patch. Each additional star is placed one-inch apart, measuring center to center of each star, on the same line.

5.9 Authorized Insignia

- 5.9.1 The badge must be worn on the badge tab of the outermost garment of the uniform and be appropriately titled to reflect the position of the bearer, when applicable.

- 5.9.2 Only supervisory and staff personnel can wear collar insignia and shoulder ornaments, which reflect the appropriate rank of the wearer (see Attachment 6). Insignia must be worn only on the shirt collar of the uniform. Ornaments are to be worn only on the uniform shirt, commando sweater, Ike Jacket, and overcoat, straddling the cross stitching of the epaulet (approximately five-eighths of an inch above the shoulder seam), with the eagles facing forward. Shoulder ornaments will not be worn on the leather jacket.
- 5.9.3 USBP staff and supervisory rank/collar insignia are derivatives from the U.S. Navy/U.S. Marine Corps (see Attachment 6).
- 5.9.4 Nameplates must be one-half inch by two and one-half inches coated brass with black letters and at a minimum, the first initial and complete last name of the wearer, with a total of 20 characters in length or less. BPAs may display their middle initial. Name plates must be worn on the nameplate tabs above the right pocket of the outermost uniform garment on the uniform (excluding the leather jacket).
- 5.9.5 Name tapes are provided with every Class C uniform shirt and include at least the first initial and complete last name of the wearer for a total 20 characters or less. BPAs may display their middle initial. All name tapes must be worn directly above the right pocket of the shirt.
- 5.9.6 All name tapes and nameplates must reflect the wearer's name: (b)(7)(E)

(b)(7)(E)

5.10 Uniform Devices

- 5.10.1 The full-size device shall be worn centered one-quarter inch above the left-hand pocket of the Ike jacket.
- 5.10.2 The miniature device must be worn above the right-hand pocket of the uniform shirt (Class A, Class B, or Class C) or the Ike Jacket, when USBP award ribbons preclude it from being worn over the left-hand pocket. It shall be centered one-quarter inch above the nameplate (see Attachment 7).
- 5.10.3 Authorized Uniform Specialty Devices may be adorned once an employee has reached the established criteria for this device. BPAs may wear it throughout the duration of their career, as long as they remain in good standing with the HQ managing division. These devices include: Border Patrol Search, Trauma, and Rescue; Border Patrol Tactical Unit; Canine Handlers; CBP Marine Program Vessel Commander; Honor Guard; and Horse Patrol.

- 5.10.4 Authorized Uniform Qualification Devices may only be worn by an employee while they are an active member of the governing program. These devices include: Chaplain; EMT/Paramedic; Field Training Officer; National Border Patrol Council Representative; and Peer Support.

5.11 Optional Duty Belt Items

5.11.1

(b)(7)(E)

- 5.11.2 Agents may wear cellular devices on their duty belt. Any case worn must conform to the type of belt worn. For example, if wearing a leather duty belt, cell phones and similar devices must be carried in a case made of leather; if wearing a nylon duty belt, the case must be made of nylon. Molded plastic cases are an acceptable alternative to leather or nylon.

- 5.11.3 Multitools, such as Leatherman and Gerber-type products, and knives may be worn on the duty belt. Any knife or tool case must conform to the type of belt worn, either leather or nylon. Molded plastic cases are an acceptable alternative to leather or nylon.

- 5.11.4 Open top magazine pouches are not permitted to be worn on the leather duty belt with the Class A or Class B uniforms.

- 5.11.5 Duty belt back brace support may be worn with Classes C through I uniforms (with the exception of the Class H). The brace must be black in color and affixed to the nylon duty belt.

5.11.6

(b)(7)(E)

- 5.11.7.1 The DBHS must be black in color or similar to RDU/OD green.

- 5.11.6.2 The DBHS is not authorized until the successful completion of the USBP Academy **(b)(7)(E)**

- 5.11.7.3 DBHS is not authorized while participating in Honor Guard, Recruitment, Public Affairs (media interviews, social media posts) activities, performing airport operations, and while conducting Oral Hiring Boards.

- 5.11.7.4 CPAs have the authority to grant exceptions to use the DBHS or to further restrict the use of DBHS.

5.12 Shirts

- 5.12.1 BPAs are authorized to wear short sleeve OD-green crewneck undershirts under their short-sleeve Class C uniform shirt. They are also authorized to wear long-sleeve OD-green crewneck undershirts and/or the USBP Mock Turtleneck shirt under their long-sleeve Class C uniform shirts. Crewneck undershirts are not authorized to be worn with the Class B short sleeve shirt. Other types of undershirts may be worn as long as they are not visible.
- 5.12.2 When wearing the short-sleeve shirt (Class B or Class C) or the long-sleeve shirt (Class C), all buttons must be fastened except for the top button. The sleeves on the Class C uniform long sleeve shirt may be rolled up in a neat fashion, when out of the public eye, to facilitate airflow and ventilation.
- 5.12.3 PPS is a Class C uniform item. It is intended to be worn under the SOGC and/or the HPC and shall not be worn in any other manner.
 - 5.12.3.1 When wearing the PPS, it is mandatory that the issued SOGC and/or HPC be worn over top the PPS. The SOGC and HPC must have the (b)(7)(E) with the badge, nameplate, and placards affixed to the carriers as required.
 - 5.12.3.2 Modifications to the PPS are prohibited.

5.13 Hats and Caps

- 5.13.1 Agents have discretion whether to wear the authorized hats or caps while on duty, except wearing the campaign hat with the Class A uniform. The wearing of the campaign hat with the Class B uniform may be required for ceremonies and special events. (This section does not apply to those agents assigned to the USBP Basic Academy).
- 5.13.2 Wearing the western style hat may be seasonally adjusted consistent with local customs.
- 5.13.3 Watch caps and fur caps may be worn in all geographic areas during appropriate weather conditions. The fur cap is not authorized for wear with the Class A uniform.
- 5.13.4 The boonie hat may be worn with the Class C through Class I uniforms (with the exception of the Class H uniform) in all geographic areas during appropriate weather conditions. The boonie hat is not authorized for wear with the Class A or Class B uniform, nor while conducting checkpoint or airport operations.

5.14 (b)(7)(E)

5.14.1 SOGC provides a platform for the carriage of (b)(7)(E) (b)(7)(E) and the attachment of identification placards and accessories. It is

(b)(7)(E)

5.14.1.1 The required uniform name tape will be affixed to the upper front right Velcro section of the SOGC, positioned directly above the required front panel placard.

5.14.1.2 The only authorized badge, which is mandatory on the SOGC, is the issued yellow/gold colored CBP Border Patrol Badge, and will be affixed to the upper front left Velcro section of the SOGC. (b)(7)(E)

(b)(7)(E)
No other badges, patches, pins, or insignia are permitted unless explicitly authorized.

5.14.1.3 Only placards approved by the Chief of the USBP are available for wear. Approved front and back placards are mandatory items. (b)(7)(E)

(b)(7)(E)

5.14.1.4 Medical-related insignia with conservative colors is permitted on pouches containing medical supplies, such as an individual first aid kit, to indicate to others that medical supplies are contained within.

5.14.1.5 Accessory items for storing additional gear may be attached, affixed, or displayed on the SOGC, and must be solid black or green in color; green accessories should be similar to the RDU green.

5.14.1.6 A set of placards accompany the outer carriers. Additional placards can be purchased direct from the vendor.

5.14.2 The HPC provides a platform for the carriage of (b)(7)(E) and the attachment of identification placards and accessories.

5.14.2.1 (b)(7)(E)

5.14.2.2 Sections 5.14.1.1 through 5.14.1.6 apply to the HPC.

5.14.3

(b)(7)(E)

5.15 Disposal of Uniforms

5.15.1 Uniformed employees must exercise reasonable care when disposing of uniform articles which contain specific and unique agency identifiers, such as shoulder emblems, embroidered patches and badges. Uniformed employees are required to take reasonable measures to guard against the potential misuse of uniform articles by unauthorized personnel.

5.15.2 When discarding uniform articles containing official and unique agency identifiers, BPAs must take reasonable measures to ensure that the discarded item cannot be illegally obtained and/or used in an unofficial capacity. Agents must remove these identifiers prior to being discarded. In cases where the unique identifier cannot be removed, it must be defaced beyond recognition or destroyed.

5.15.3 Uniform articles which are not serviceable for wear in an official capacity may be used for personal use, as long as official and unique agency identifiers have been removed or defaced beyond recognition.

5.16 Personal Appearance and Grooming Standards

Uniformed law enforcement officers must maintain a professional and neatly groomed appearance to foster public trust. Accordingly, the following standards will be applied consistently and fairly to all BPAs. The CPA may grant exceptions to these standards for BPAs assigned to plain clothes duties, such as (b)(7)(E)

(b)(7)(E) or similar duties where (b)(7)(E)
(b)(7)(E), or any other special extenuating circumstance on a case by case basis.

5.16.1 Head and facial hair, including sideburns, moustaches, and beards (when permitted) must be neatly trimmed and clean, and must not interfere with the wearing of the required uniform nor constitute a safety hazard or an impediment to the employee's ability to properly perform his or her assigned duties.

5.16.2 Hair

5.16.2.1 Ponytails, pigtails, hanging locks or hanging braids are not authorized.

5.16.3.2 Outlandish hair coloring, such as purple, orange, green, pink, bright red and fluorescent (or neon) colors are not permitted. BPAs may not cut designs into their hair.

5.16.3.3 Males–Hair must not be worn below the middle point of the outer shirt collar (as measured when the agent is standing), nor cover more than half of the ears and any portion of the eyebrows. Male agents may not style their hair to circumvent these standards.

5.16.3.4 Females–Hair must not be worn below the bottom of the outer shirt collar (as measured when the agent is standing), nor cover any portion of the eyebrows. Female agents may wear conservative barrettes and pins as long as they do not pose an officer safety hazard.

5.16.4 Facial Hair

5.16.4.1 Beards are not permitted for non-bargaining unit employees, except for religious and/or documented medical reasons.

5.16.4.2 Beards are authorized for bargaining unit employees. Employees who are not actively attempting to grow a beard or other type of facial hair must report to work with an otherwise clean shaven face.

5.16.4.3 Beards are authorized, but patchy, or spotty clumps of facial hair, excluding those resulting from scars, are not considered beards and as such are not permitted. If a beard or mustache is worn, it shall be well-groomed and neatly trimmed at all times in order not to present a ragged appearance. The bulk of the beard (distance that the mass of facial hair protrudes from the skin of the face) shall not exceed one-half inch, unless required for medical or religious reasons.

5.16.4.4 Ungroomed beard stubble will not be considered neat, clean and professional. Facial hair will not be worn in any extreme or unconventional styles.

5.16.4.5 Beards are not authorized for agents until the successful completion of the USBP Academy and any applicable probationary period and may not be worn in Class A or Class B uniforms, Honor Guard, Recruitment, Public Affairs, Sector and HQ temporary assignments (unless otherwise authorized at that location), USBP Academy Instructors, and Oral Hiring Boards.

5.16.4.5.1 These exclusions will not apply to employees who have requested and received a waiver for medical or religious purposes.

5.16.4.6 Sideburns may not extend below the bottom of the earlobe and may not be more than one-half inch wider than at their narrowest point.

- 5.16.4.7 Moustaches must be neatly trimmed and may not extend outward beyond the natural contours of the upper lip, nor downward more than three-eighths inch past the corner of the mouth. Moustaches may not touch the lower lip when the mouth is closed. Handlebar moustaches are not permitted. Moustaches may not be twisted.
- 5.16.5 Jewelry, if worn, must not detract from the professional law enforcement image nor constitute a safety hazard or an impediment to the employee's ability to properly perform his or her assigned duties.
 - 5.16.5.1 Necklaces (other than a small portion of the chain) shall not be visible. Choker-type necklaces are not authorized.
 - 5.16.5.2 Male agents shall not wear earrings or other body piercing items that are visible.
 - 5.16.5.3 Female agents may wear up to two small non-dangling earrings in each ear lobe, but can not wear other visible body piercing items.
 - 5.16.5.4 Intentional body and facial disfigurements which are visible are prohibited for males and females.
 - 5.16.5.5 Agents may wear one bracelet per wrist, which may include a medical alert bracelet. Bracelets must be conservative in style and appropriate for the agent's work environment.
 - 5.16.5.6 Agents may wear rings on their fingers as long as they do not pose an officer safety hazard, interfere with the manual dexterity to operate firearms and/or any use of force implement. Rings must be conservative in style and appropriate for the agent's work environment.
 - 5.16.5.7 The use of gold, platinum, or other veneers or caps for the purpose of dental ornamentation (as opposed to dental repair) is prohibited. Teeth, whether natural, capped, or veneered, will not be ornamented with designs, jewels, initials, etc.
 - 5.16.5.8 Conservative or military style watches are authorized for wear. Watchbands will be limited to conservative colors such as silver, gold, black, brown, dark blue, grey and dark green.
- 5.16.6 Miscellaneous
 - 5.16.6.1 Males-Fingernails shall not extend more than one-eighth inch beyond the fingertips.
 - 5.16.6.2 Females-Fingernails shall not extend more than one-quarter inch beyond the fingertips.

5.16.6.3 All fingernails must be maintained consistent with those of a professional law enforcement officer.

5.16.6.4 Makeup is permitted only for female agents and shall be worn in a manner consistent with that of a professional law enforcement officer and must be conservative in color and amount. Permanent make-up is permitted as long as it meets the professional and conservative clause above.

5.16.6.5 Intentional body alterations, such as tongue splitting, tongue forking, disfiguring skin implants, tooth filing, etc., are prohibited.

5.16.7 Tattoos and/or brandings

5.16.7.1 Obscene, racially/ethnically derogatory and/or gang tattoos or brandings must not be visible. Disputes regarding these issues will be resolved as expeditiously as practicable.

5.16.7.2 Tattoos and/or brandings on the head, face, neck or hands are not permitted. Previously approved exemptions documented by a memorandum and color photographs shall be honored for existing tattoos or brandings on the head, face, neck or hands.

5.16.7.3 All visible tattoos and/or brandings will be covered while performing the following volunteer duties: Recruiting, Public Affairs Officer, Oral Hiring Boards, International Liaison Duties, Community Affairs or judicial proceedings.

(b)(6)

Executive Director
Mission Readiness Operations Directorate

Attachment 1

DEFINITIONS

Authorized Uniform Contractor—The designated vendor, holding the current fiscal year uniform contract, as specified by the Commissioner, U.S. Customs and Border Protection.

Business Attire—The type of clothing worn by community leaders and businessmen and women in the area. For men, examples include business suit or dress slacks accompanied by a sport coat or blazer and tie, and dress shoes which are professional in appearance. Depending on the customs of the area and the type of assignment, the coat and tie may not be appropriate. For women, examples include a business suit, conservative dress, blouse, skirt and/or dress slacks/pants. Depending on the customs of the area, and the type of assignment, dress pants and a blouse may be appropriate.

Business Casual—Casual slacks and a casual shirt for men, and casual dress, skirt or pants and a casual blouse for women. Depending on the customs of the area, dress jeans may be considered business casual attire. T-shirts are not considered business casual attire. Tan tactical trousers, an authorized agency polo, and optional tan/coyote brown or black boots may be worn in lieu of Business Casual attire, at the discretion of the CPA.

Covered Personnel—All GS-1896 BPAs

Footwear—Socks, shoes, and boots. Snowshoes and skis are not considered footwear.

Mourning Band—A black one-half inch band worn diagonally across the badge when a BPA or other law enforcement officer is killed in the line of duty, or during memorial services to honor agents and other law enforcement officers who have been killed in the line of duty.

Rank insignia—The appropriate shirt collar insignia, shoulder ornaments, and appropriately titled badge for the specific rank.

Service Star—A single brass gold gilt star awarded for completion of each (b)(7)(E) of USBP service. The service star does not incorporate prior military service. The Department of Justice DHS Service Award Pins serve to recognize total government service, although it may not be worn on the USBP uniform. This time also includes time served with the armed forces after entering on duty with the USBP. For example, a reservist activated to full-time duty may count the time served.

Uniform Allowance—The allocation for each agent to procure uniform items from the authorized uniform contractor during a specified fiscal year.

Uniform Devices—A device worn on the USBP uniform which designates a special skill or unit (EMT, K-9, etc.).

Attachment 2

UNIFORM CLASSES

Class A Uniform—The Ceremonial uniform worn in its entirety for ceremonies and public events, such as National Law Enforcement Memorial Week, funerals, White House visits, Congressional testimony, awards ceremonies, Change of Command ceremonies, etc. Seasonal deviation may only occur at the discretion of the CPA (Attachment 3).

Class B Uniform—Commonly referred to as the dress uniform; it allows for seasonal variation (Attachment 3).

Class C Uniform—Commonly referred to as the rough duty uniform; it allows for seasonal variation (Attachment 3).

Class D (Bike Patrol) Uniform—As specified in Attachment 4.

Class E (Maritime) Uniform—As specified in Attachment 4.

Class F (Firearms/Less Lethal Safety Officers) Uniform—As specified in Attachment 4.

Class G (Horse Patrol) Uniform—As specified in Attachment 4.

Class H (Honor Guard) Uniform—As specified in Attachment 4.

Class I (Special Operations Group) Uniform—As specified in Attachment 4.

Attachment 3

COMPOSITION OF CLASS A THROUGH CLASS I UNIFORMS

Composition of the Class A uniform

- Dress trousers (55 percent polyester/45 percent wool or 75 percent polyester/25 percent wool)
- Dress shirt—long-sleeve
- Tie and tie tack¹
- Ike Jacket
- Sam (Sadie) Browne belt with brass buckle
- Trouser belt
- Sam (Sadie) Brown shoulder strap²
- Leather keepers³
- Leather (b)(7)(E) holster with handgun
- Leather handcuff case with handcuffs³
- Leather magazine pouch with magazines³
- Leather OC spray holder with OC spray^{3 4}
- CSB with issued scabbard⁴
- Socks⁵
- Footwear⁶
- Felt campaign hat with hatband and retention strap⁷
- Badge

¹ Only the official tie tack, offered by the uniform vendor, shall be worn. The tie tack shall be worn centered on the tie and in line with the shirt pocket flap buttons.

² The shoulder strap is used to support the duty belt; therefore, it will be worn connected to the belt on either side of the holstered weapon (front and back) and extend through the opposite shoulder epaulette. For example, if an agent is right-handed, the belt should extend from in front of the weapon through the left shoulder epaulette, and behind the weapon.

³ Leather gear worn with the Class A and Class B uniform will include shined brass snaps. Open top magazine pouches are not authorized.

(b)(7)(E)

⁵ Only black uniform socks shall be worn with low-quarter shoes, or whenever it is deemed that the socks may become visible while on duty, unless the agent is allergic to dye.

⁶ "Footwear" for the Class A uniform means black shoes (or oxfords), western boots, or Ropers. The black shoes must have a plain toe with no stitching or decorative design; it must have a flat heel not exceeding three-quarters of an inch in height. Western boots or ropers must have a heel that measures less than 1" in height, measured from heel to sole, at the outer front edge of the heel; the contour of the toe must be at least equal to a U.S. half-dollar (1 ¼ inches in diameter); no sharp or "pointy" heels are allowed; no stitching or decorative design. Except as otherwise authorized by this IOP all boots will be worn with the tops underneath the trouser legs (no blousing).

⁷ The hatband will be worn with the buckle on the left side, and the tail of the band facing the rear of the hat.

- Nameplate

Additional items that may be worn with the Class A uniform include:

- Insignia
- Service stars⁸
- Overcoat⁹
- Scarf¹⁰
- D-ring keepers
- Raincoat
- Campaign hat cover
- Black leather gloves
- Cloth face covering (free of designs and dark in color) as dictated by current guidelines as recommended by CBP, Centers for Disease Control and Prevention (CDC), Occupational Safety and Health Administration (OSHA), and other public health resources

⁸ Service stars will be worn on the Ike Jacket or Overcoat only.

⁹ Decorations worn on the Overcoat are limited to badge, shoulder ornaments, and service stars. All other decorations and devices, such as uniform devices and campaign ribbons, will be worn on the Ike Jacket.

¹⁰ The scarf may be worn with the Overcoat only.

Composition of the Class B uniform

- Dress trousers (55 percent polyester/45 percent wool or 75 percent polyester/25 percent wool)
- Dress shirt
- Tie and tie tack (LS only)¹¹
- Sam (Sadie) Browne belt with brass buckle
- Trouser belt
- Leather keepers (b)(7)(E)¹²
- Leather (b)(7)(E) holster with handgun
- Leather handcuff case with handcuffs¹²
- Leather magazine pouch with magazines¹²
- Leather OC spray holder with OC spray^{12 13}
- CSB with issued scabbard¹²
- Socks¹⁴
- Footwear¹⁵
- Appropriate campaign hat with hatband and retention strap
- Badge
- Nameplate
- Insignia

¹¹ Only the official tie tack, offered by the uniform vendor, shall be worn. The tie tack shall be worn centered on the tie and in line with the shirt pocket flap buttons.

¹² Leather gear worn with the Class A and Class B uniform will include brass snaps. Open top magazine pouches are not authorized.

(b)(7)(E)

¹⁴ Only black uniform socks shall be worn with low-quarter shoes, or whenever it is deemed that the socks may become visible while on duty, unless the agent is allergic to dye.

¹⁵ "Footwear" for the Class B uniform means black shoes (or oxfords), western boots, Ropers or laced boots. The black shoes must have a plain toe with no stitching or decorative design; it must have a flat heel not exceeding ¾" in height. Western boots, ropers, or laced boots must have a heel that measures less than 1" in height, measured from heel to sole, at the outer front edge of the heel; the contour of the toe must be at least equal to a U.S. half-dollar (1-¼" in diameter); no sharp or "pointy" heels are allowed; plain toe with no stitching or decorative design. Except as otherwise authorized by this IOP, all boots will be worn with the tops underneath the trouser legs (no blousing).

Additional items that may be worn with the Class B uniform include:

- Leather jacket¹⁶
- Overcoat
- Scarf¹⁷
- Commando Sweater
- Unisex fur cap¹⁸
- Raincoat
- Campaign hat cover
- Black leather gloves
- Covered key holder
- Additional keepers
- Radio holder with radio
- Cloth face covering (free of designs and dark in color) as dictated by current guidelines as recommended by CBP, CDC, OSHA, and other public health resources

¹⁶ Decorations worn on the Overcoat are limited to badge, shoulder ornaments, and service stars. All other decorations and devices, such as uniform devices and campaign ribbons, will be worn on the Ike Jacket.

¹⁷ The scarf may be worn with the leather jacket or Overcoat only.

¹⁸ See Section 5.13.3.

Composition of the Class C uniform

- Rough duty trouser (65 percent polyester/35 percent cotton)
- Rough duty shirt (long- or short-sleeve)
- PPS¹⁹
- Trouser belt
- Nylon duty belt
- Nylon keepers (minimum of ²⁰)
- Nylon or molded plastic (b)(7)(E) holster with handgun

○

(b)(7)(E)

- Nylon handcuff case with handcuffs²⁰
- Nylon magazine pouch with magazines²⁰
- Nylon OC spray holder with OC spray^{20 21}
- CSB holder with baton²¹
- Nylon radio holder with radio
- Socks²²
- Footwear²³
- Insignia
- Name tape

¹⁹ Section 5.12.3

²⁰ Nylon web gear must have a hidden or subdued snap and

(b)(7)(E)

(b)(7)(E)

²² Only black uniform socks shall be worn with low-quarter shoes, or whenever it is deemed that the socks may become visible while on duty, unless the agent is allergic to dye.

²³ "Footwear" for the Class C uniform means black shoes (or oxfords), western boots, Ropers or laced boots. The black shoes must have a plain toe with no stitching or decorative design; it must have a flat heel not exceeding ¾" in height. Western boots, ropers, or laced boots must have a heel that measures less than 1" in height, measured from heel to sole, at the outer front edge of the heel; the contour of the toe must be at least equal to a U.S. half-dollar (1 ¼ inch in diameter); no sharp or "pointy" heels are allowed. Western boots and ropers must have a plain toe with no stitching or decorative design. Laced boots may have a rubber toe cap with limited stitching or decorative design. Except as otherwise authorized by this IOP all boots will be worn with the tops underneath the trouser legs (no blousing).

Additional items that may be worn with the Class C uniform include:

- Gloves
- Raincoat
- Waist-length jacket
- Hip-length parka
- Commando sweater
- Cold weather pant
- Rain and wind pant
- Outerwear vest
- Ball cap
- Boonie hat²⁴
- Unisex fur cap²⁴
- Watch cap^{24 25}
- Western-style hat (seasonal deviation allowed)
- Mock turtleneck²⁵
- OD green crewneck T-shirt (long- or short-sleeve)²⁵
- Insulated hood
- Uninsulated hood
- Scarf
- Balaclava²⁶
- Neck gaiter²⁶
- Covered key holder
- Extreme cold weather gear
- Duty Belt Back Support²⁷
- Duty Belt Harness System²⁸
- Cloth face covering (free of designs and dark in color) as dictated by current guidelines as recommended by CBP, CDC, OSHA, and other public health resources

²⁴ See Section 5.13

²⁵ Long-sleeve undergarments may only be worn under the long-sleeve uniform shirt.

²⁶ Used during enforcement operations to protect the face, neck, and ears from exposure to wind, dust and UV rays. It will be black in color and is available from the uniform vendor. Not approved for wear during airport operations or with Class A, Class B, and Class H uniforms.

²⁷ See Section 5.11.6.

²⁸ See Section 5.11.7.

Attachment 4

CLASSES D THROUGH I

Class D uniforms through Class I uniforms may utilize any items listed under the Class C uniform unless specific deviations are listed below.

Class D (Bike Patrol) Uniform

- Gloves
- Helmet
- Bike shorts
- Jacket
- Polo shirt
- Bike pants
- Bike zip-off pants

Class E (Maritime) Uniform

- Tan polo shirt
- Tan PPS (based upon product development)
- RDU pants
- Nylon pants
- Nylon zip-off pants
- RDU shorts
- Marine boots
- Marine boat shoes

(b)(7)(E)

Class F (Firearms/Safety Officers) uniform

- Red polo shirt
- Red ball cap
- Red jacket
- Class C RDU trousers
- Optional tan/coyote brown boots
- Optional tan tactical trousers

Class F (Less Lethal/Safety Officers) uniform

- Black polo shirt
- Black apex jacket
- Black force jacket
- Class C RDU trousers
- Optional tan/coyote brown boots
- Optional tan tactical trousers

- OD green crewneck T-shirt

Class F (Training) uniform

- Black polo shirt
- Black apex jacket
- Black force jacket
- Optional tan/coyote brown boots
- Optional tan tactical trousers
- OD green crewneck T-shirt

Class G (Horse Patrol) Uniform

- Chaps
- Spurs (optional)
- Denim jeans (black)
- Class C RDU shirt
- Riding boots

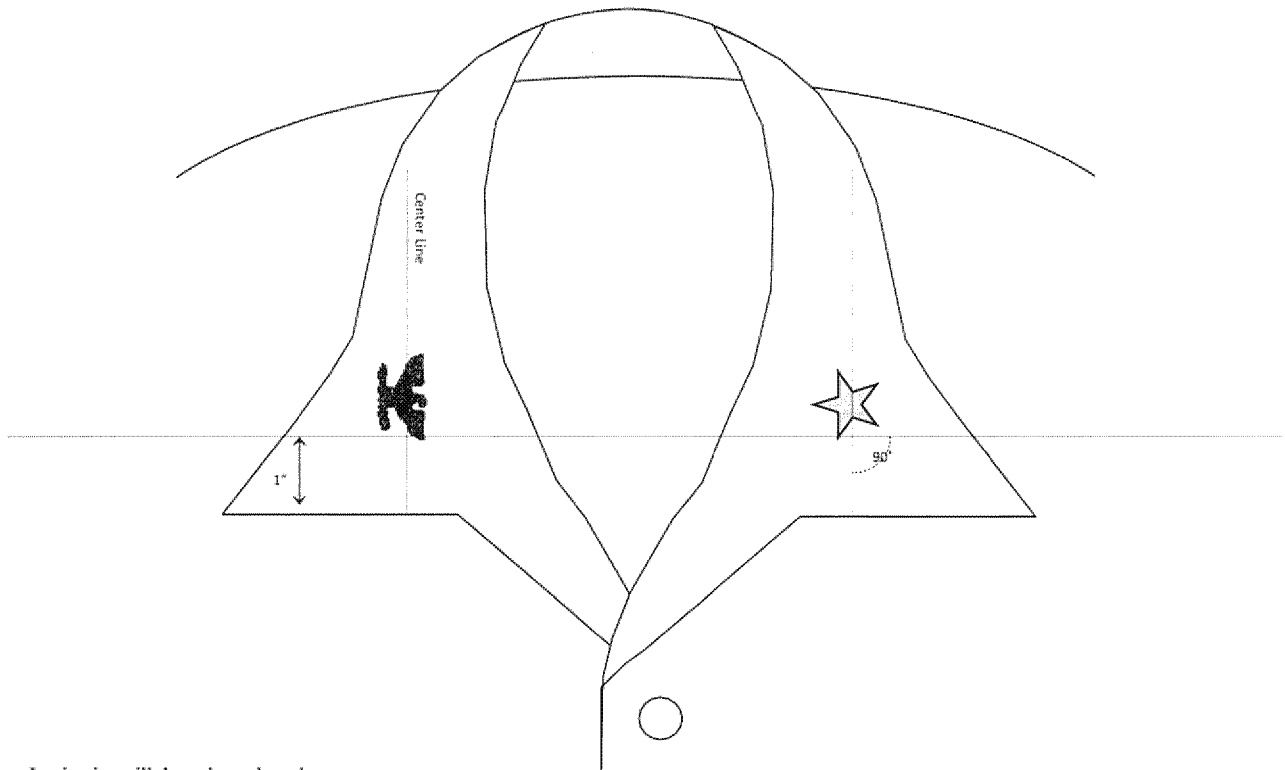
Class H (Honor Guard) Uniform

- Blouse coat
- Gold shoulder cord
- White gloves
- USBP Pipes and Drums Unit members will wear the Pipes and Drums Coat, and official USBP tartan as prescribed in the National Bagpiper Standard Operating Procedures
- All uniform items will be worn as indicated in the Honor Guard Policy and the Pipes and Drums Unit IOP

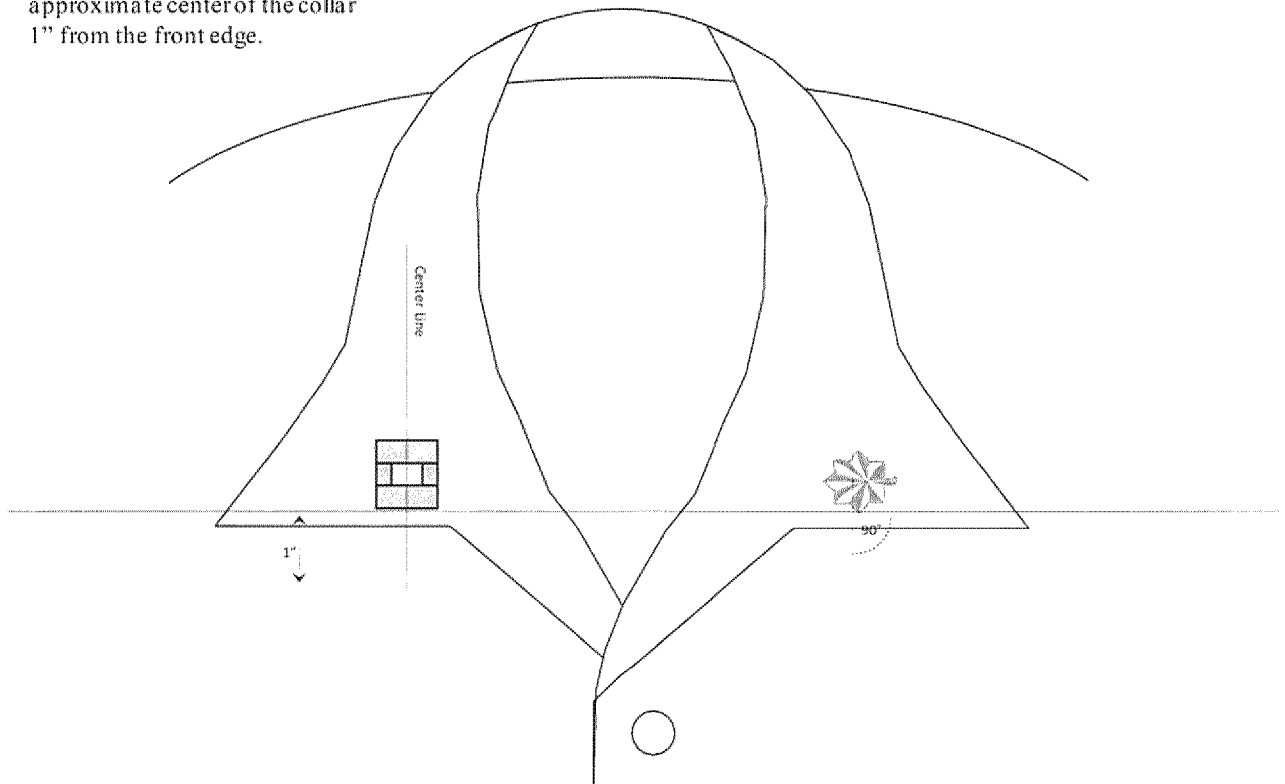
Class I (Special Operations Group) Uniform

- SOG duty shirt (Multi-cam or RDU green)
- SOG duty combat shirt (Multi-cam or RDU green)
- SOG duty trousers (Multi-cam or RDU green)
- Contractor style ball cap with team insignia attached (hook & loop) on front (Multi-cam or green RDU)
- Contractor style boonie hat with team insignia attached (hook & loop) on front (Multi-cam or green RDU)
- Optional Desert Tan/Coyote Brown boots (with Multi-cam) Black boots (with green RDU)
- Tan or multi-cam nylon duty gear with multi-cam RDU, black nylon duty gear with green RDU
- (b)(7)(E)

























































Attachment 5









Insignia will be placed at the approximate center of the collar 1" from the front edge.



Attachment 6

USBP Location	Title	Collar Insignia	Subdued Collar Insignia	Shoulder Ornament	Subdued Shoulder Ornament
USBP HQ	USBP Chief	 Silver Stars	 Black Stars	 Gold	 Brown
	USBP Deputy Chief	 Silver Stars	 Black Stars	 Gold	 Brown
	Directorate Chief	 Silver Stars	 Black Stars	 Gold	 Brown
	Deputy Directorate Chief	 Silver Star	 Black Star	 Gold	 Brown
	ACC	 Silver Star	 Black Star	 Gold	 Brown
	Assistant Chief	 Silver Eagle	 Black Eagle	 Gold	 Brown
	Operations Officer	 Gold Oak Leaf	 Brown Oak Leaf	 Gold	 Brown
	BPA-Program	 Single Silver Bar	 Single Black Bar	N/A	N/A
USBP Sectors	CPA	 Silver Stars	 Black Stars	 Silver	 Oxidized
	Deputy CPA	 Silver Star	 Black Star	 Silver	 Oxidized
	Division Chief	 Silver Star	 Black Star	 Silver	 Oxidized
	Assistant CPA/Executive Officer	 Silver Eagle	 Black Eagle	 Silver	 Oxidized
	Special Operations Supervisor/Operations Officer	 Gold Oak Leaf	 Brown Oak Leaf	 Silver	 Oxidized
	BPA-Program	 Single Silver Bar	 Single Black Bar	N/A	N/A
	Patrol Agent in Charge	 Silver Eagle	 Black Eagle	 Oxidized	 Black

	Assistant Patrol Agent in Charge	 Silver Oak Leaf	 Black Oak Leaf	 Oxidized	 Black
USBP Stations Con't	Title	Collar Insignia	Subdued Collar Insignia	Shoulder Ornament	Subdued Shoulder Ornament
	Watch Commander	 Silver Oak Leaf	 Black Oak Leaf	 Oxidized	 Black
	Special Operations Supervisor	 Gold Oak Leaf	 Brown Oak Leaf	 Oxidized	 Black
	SBPA	 Silver Bars	 Black Bars	 Oxidized	 Black

Attachment 7

WEAR GUIDANCE FOR USBP HONORARY AWARDS

1.1 Awards shall be worn in order of precedence from top down and from the wearer's right to left. The order of precedence for awards is defined in Section 8 of IOP 51452-01, USBP Honorary Awards and Recognitions Program.

1.2 Medals

1.2.1 Large medals will only be worn on the Class A uniform (Ike Jacket) for specific events/occasions as authorized by CPAs, Directorate Chiefs, USBP HQ Executive Directors, or their designee.

1.2.2 Agents will only wear medals in which they are entitled.

1.2.3 Medals will be worn centered above the wearer's left pocket with the top of the suspension ribbons parallel with the top of the pocket and the bottom of the medals generally even with the top of the pocket.

1.2.4 When more than one medal is worn, they should be suspended from a holding bar of sufficient stiffness to support the weight of the medals.

1.2.5 Large Medals-When multiple medals are worn, holding bars should be used. A maximum of three medals may be worn side by side in a single row with no overlap. Multiple rows of medals should be grouped with the same number of medals in each row, with the lesser number in the top row if necessary utilizing a mounting bar with a one-eighth inch space between rows (see Example A).

1.2.6 Award ribbon appurtenances are defined in IOP 51452-01, *USBP Honorary Awards and Recognitions Program*.

1.3 Ribbons

1.3.1 May be worn on the Class A and Class B uniforms.

1.3.2 Up to three ribbons may be worn in a single row. When more than three ribbons are authorized, wear them in horizontal rows of three each. If ribbons are not in multiples of three, the top row contains the lesser number, and the center of this row sits over the center of the one below it. Wear ribbons without spaces between ribbons or rows of ribbons.

1.3.3 Class A uniform (Ike Jacket)-Wear ribbons with the lower edge of the bottom row centered one-quarter inch above the left breast pocket (see Example B).

1.3.4 Class B uniform (Dress shirts)-Wear ribbons with the lower edge of the bottom row centered one-quarter inch above the nametag (see Example C).

1.3.5 Award ribbon appurtenances are defined in IOP 51452-01, *Honorary Awards and Recognitions Program*.

1.4 Devices

1.4.1 Class A uniform

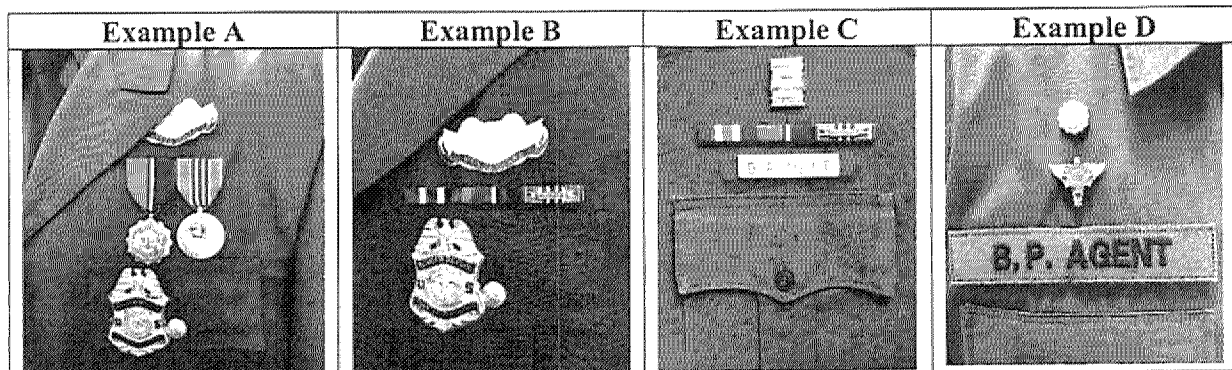
- 1.4.1.1 Only one authorized device may be worn on the Ike Jacket.
- 1.4.1.2 A large authorized device may be worn centered one-quarter inch above the left breast pocket, or
- 1.4.1.3 Centered one-quarter inch above ribbons or medals if worn.
- 1.4.1.4 A miniature device may be worn centered one-quarter inch above the nametag if USBP award ribbons preclude the large device from being worn over the left hand pocket.

1.4.2 Class B uniform

- 1.4.2.1 Only one authorized device may be worn centered one-quarter inch above the left breast pocket, or
- 1.4.2.2 Centered one-quarter inch above ribbons or medals if worn (see Example C).

1.4.3 Class C uniform

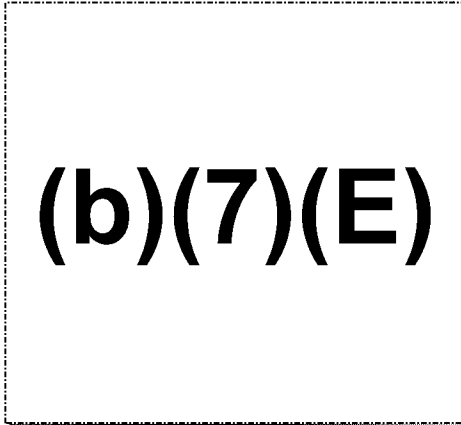
- 1.4.3.1 A combination of two types of devices may be worn with the following precedence:
 - 1.4.3.1.1 Award lapel pin,
 - 1.4.3.1.2 Authorized device,
- 1.4.3.2 Only one award and one authorized device may be worn.
- 1.4.3.3 The lowest device is to be centered one-quarter inch above the name strip.
- 1.4.3.4 The top device is to be one-quarter inch above the lowest device (see Example D).



Attachment 8

ILLUSTRATION OF SOGC

Front



Back

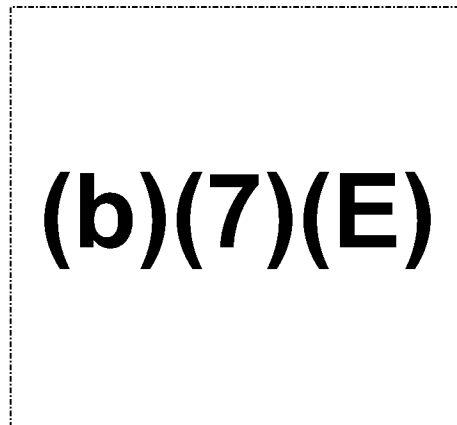
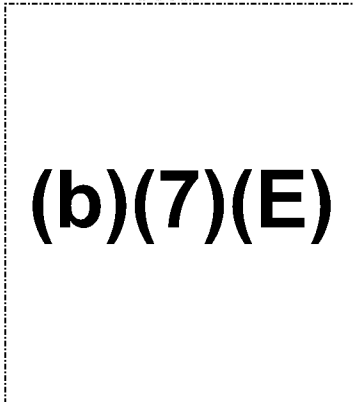
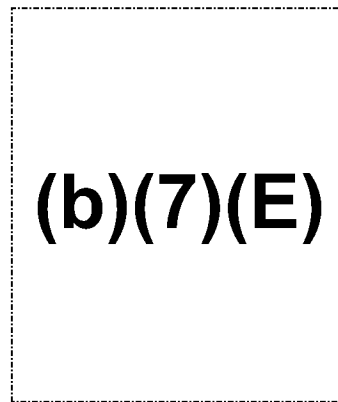


Illustration of the HPC

Front



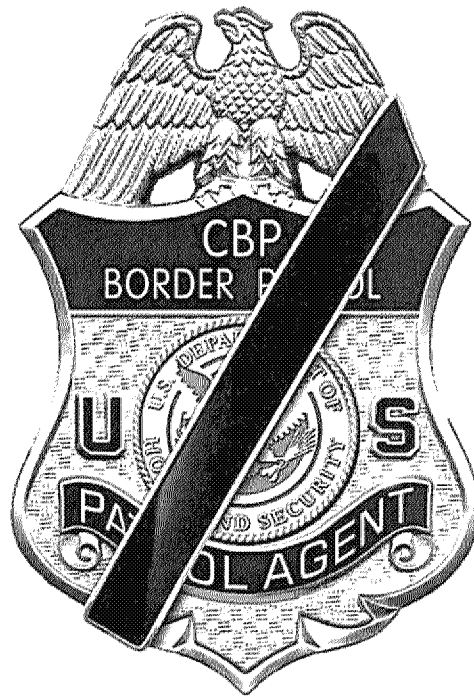
Back



Attachment 9

PROPER PLACEMENT OF THE MOURNING BAND:

1. Diagonally from top right to bottom left, when looking at the badge
2. Centered over the DHS seal



Attachment 10

MINIMUM REQUIRED UNIFORM ITEMS FOR SECTION 4.4

Quantity	Items
3	Long-Sleeve RDU shirts with name tape, badge and agency patches
3	Short Sleeve RDU shirts with name tape, badge and agency patches
3	RDU trousers
1	Pair Class C black footwear (shoes/boots) as per Attachment 1
2	USBP RDU ball cap
1	USBP outerwear jacket with name tape, badge and agency patches
1	Pair black duty gloves
1	Nylon duty belt
1	Nylon inner belt
1	Duty holster, worn with the nylon duty belt
1	Nylon double magazine carrier, worn with the nylon duty belt
(b)(7)(E)	Nylon keepers, worn with the nylon duty belt
1	Nylon handcuff carrier, worn with the nylon duty belt
1	Nylon OC spray carrier, worn with the nylon duty belt
1	Scabbard for Collapsible Straight Baton, worn with the nylon duty belt
1	Nylon radio carrier, worn with the nylon duty belt
1	Mourning band badge pin
1	Short Sleeve ceremonial (Class A/Class B) shirt with agency patches
1	Long-Sleeve ceremonial (Class A/Class B) shirt with agency patches
1	Ceremonial (Class A/Class B) trousers
1	Ike Jacket with agency patches
1	Campaign hat (Felt)
1	Campaign hat (Straw)
1	Leather hat band with brass buckle and retention strap
1	Leather Sam/Sadie Browne duty belt with brass buckle
1	Leather holster, worn with the Sam/Sadie Browne duty belt
1	Leather double magazine carrier with brass snaps, worn with the Sam/Sadie Browne duty belt
1	Leather handcuff carrier with brass snap, worn with the Sam/Sadie Browne duty belt
(b)(7)(E)	Leather keepers with brass snaps, worn with the Sam/Sadie Browne duty belt
1	Leather inner belt
1	Tie with USBP tie tack
1	Brass nameplate as specified in section 5.9.4
1	Pair Class A/Class B footwear (shoes/boots) as per Attachment 1
1	Leather OC spray carrier with brass snap, worn with the Sam/Sadie Browne duty belt
2	Metal Badges
1	Scabbard for the Collapsible Straight Baton
*	Appropriate number of service stars according to individual's time in service