

## **Annex A (Cadre Standards) to 1-507th BACSOP**

### **1. Behavior.**

a. Members of the Battalion will use the salutation "All the Way!" Officers will respond with "Airborne." For all MCoE meetings/functions where a salute is required, the individual initiating the salute will sound off with "One Force" and the senior officer will respond with "One Fight". The Battalion's motto will be used inside the Battalion's footprint unless addressing the Commanding General.

b. All newly assigned members of the Battalion will read the Battalion Commander's Policy Letters within fourteen days of assignment to the Battalion. Each cadre member will review the policy letters posted in Company areas, and when a new Policy Memo is published or revised. 1SGs and PSGs will make specific notes of these reviews on the cadre member's DA Form 4856.

c. Cadre of the Battalion will set a standard of uncompromising professionalism at all times and in all areas of behavior. It is our job to teach the Army standard of conduct to our Soldiers and to hold them to that standard. Cadre members must be knowledgeable in all Army Regulations, TCs, TRADOC and Ft Benning Regulations, approved BAC lesson plans, Battalion SOPs, and traditional military customs and courtesies that bear on routine daily activities. These areas include, but are not limited to: safety, drill and ceremonies, wear and appearance of the uniform, physical readiness training, counseling, corrective training, and internal Battalion administrative actions.

d. Cadre members will treat all Soldiers with respect, patience, and professionalism. We will always enforce discipline in all things large or small. We are role-models and mentors for our subordinates. Motivation, enthusiasm, and humor are valuable leadership tools; do not let them cross the line into humiliation and/or harassment. Cadre members will not use profanity in the presence of Soldiers, or in the presence of anyone outside the Battalion. Cadre will not call Soldiers derogatory names of any sort. Cadre will refer to Soldiers by their rank and name, "Airborne", roster number, or abbreviated roster number ("Alpha", "November", "Charlie"). Cadre may also refer to officers as simply "Sir," or "Ma'am."

e. We will not show the appearance of favoritism or fraternization. Cadre will have no social off-duty contact with Soldiers/Students outside of accidental meetings to include HHC Holdovers, Jumpmaster and Pathfinder Students.

f. Cadre will not use tobacco products (to include electronic cigarettes or similar products) in the training areas, or within sight, sound, or smell of students. The only exception is in the designated cadre break areas outside the BAC barracks.

### **2. The Black Hat**

g. The Black Hat is a symbol of excellence, pride and professionalism. After earning the prestigious black hat an instructor will continue earning it. By going to Jumpmaster school if not Jumpmaster, learning a second class, and learning informal classes in the BAC.

An instructor may be decertified for the following:

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- (1) Displays a serious lack of discipline, judgment, and/or integrity.
- (2) Fails the APFT or shows inability to perform to Battalion standards.
- (3) Fails to meet HQDA AR 600-9 standards.
- (4) Fails in the presentation of his/her class.
- (5) Misses a major deficiency during JMPI.
- (6) Commits a safety violation outlined in the Standards for Safety Violations during Basic Airborne Course Training Policy Memorandum.

Upon the completion of the INDIA program you are required to earn your Black hat in the next 90 days, after 180 days you may be subject to be removed from an Instructor role by the CSM.

h. The Black Hat will only be returned after meeting the CSM's recertification requirements, with the Company Command Team and Master Trainer input. Reference the Basic Airborne Course Re-Certification and De-Certification Procedures (Reference: Jump Branch Operations and Policy Memorandum Standards for Safety Violations during Basic Airborne Course Training)

i. Prior to teaching a formal block of instruction, the primary instructor (PI) must check with the appropriate branch Master Trainer for any changes to the lesson plan. The primary instructor and his demonstrators must do a full rehearsal of the class.

j. The primary instructor will inspect the class area for proper equipment, layout, and police call. The PI will post his instructor name card and class card. The PI will also ensure that the DRAW and daily risk assessments are up-to-date and present. There will be only one PI for each period of instruction.

### **3. Appearance.**

a. PSGs will conduct daily morning inspections of his or her cadre members.

b. Stick trainers will conduct daily morning in-ranks inspections of all Soldiers before the company moves to its training area. Inspection includes at a minimum: haircut, clean-shaven, ID card, ID tags, uniform cleanliness/serviceability.

c. Cadre members must strive to be as physically fit as possible. Merely meeting the Soldier standard is not good enough for any Instructor. Every Instructor must be able to demonstrate and lead each Physical Readiness Training session with precision and without undue fatigue. Cadre members will not appear to be approaching the borderline of non-compliance with AR 600-9 body fat standards. All cadre assigned to the Battalion in an active instructor role and or wears a Black Hat are at all times; required to pass the Basic Airborne Course PT standard.

d. AR 670-1 (and sister service equivalents) is the minimum standard for wear and appearance of the uniform. Instructors will have a haircut IAW AR 670-1 standard. Members of the Battalion will be clean-shaven. Instructors will wear serviceable ACUs IAW AR 670-1. Primary and Assistant Instructors for formal blocks of instruction or special demonstrations will not wear watches or jewelry (to include wedding bands).

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e. The Airborne Instructor's Black Hat, and the Airborne Rigger's Red Hat, are items of organizational equipment and may be worn anywhere on Post. Black Hats Rigger Red Hats will not be worn off post. The only organizational headgear authorized for the 1-507<sup>th</sup> PIR for wear off post is the maroon beret. Both Black Hat and the Airborne Rigger's Red Hat are prestigious pieces of Head Gear when worn outside the Battalion's foot print remember you are a representation of 1-507<sup>th</sup>. Ensure your headgear stays clean and not faded, when signs of wear are shown Black Hat's and Rigger's will change their head gear out immediately.

f. Battalion members on the drop zone will wear the Black Hat or the ACU cap. Battalion members participating in drop zone graduations will wear the Black Hat or the maroon beret. The Airborne tab will be sewn onto the ACU cap above the rank insignia.

g. As a safety and health measure, Cadre may wear sunglasses in the training areas as long as they meet the requirements for wear outlined in AR 670-1. Cadre members will not wear sunglasses while conducting formal classes, or while marching or running student formations.

h. Cadre members may wear camelbacks or use military style/company issued water bottles during training. No Gatorade bottles, Monsters, or civilian water bottles are allowed in the training area. Companies will designate a Cadre break area out of sight of students for use and storage of these items.

i. All instructors in a platoon will be in the same uniform in the training area IAW BN Uniform Policy memo. If the First Sergeant directs the instructors to remove their ACU/OCP jackets to reduce heat stress, all instructors will comply. Company Commanders have the discretion to determine if Instructors are required to wear the "Airborne Instructor" T-Shirt/Sweatshirt. All members of the Battalion will have a white name tape sewn on their T-Shirt/Sweatshirt and Black Jacket.

j. Cadre members will wear the Improved Physical Fitness Uniform (IPFU) or Army Physical Fitness Uniform (APFU) with the addition of the Battalion PT Shirt and a yellow reflective belt IAW AR 670-1 and Brigade SOP. First Sergeants will direct the addition or subtraction of uniform elements to suit the weather. All cadre will participate in timed runs with students. Companies are authorized to reduce manning levels during PRT.

k. Cadre members are only authorized to wear tan boots with the ACU uniform or tan and coyote brown with the OCP uniform IAW AR 670-1, or applicable service regulations.

l. Cadre will not wear body-piercing jewelry.

m. Cadre members will wear a cover on the Advanced Combat Helmet (ACH); Army Cadre will wear sewn-on, subdued rank (except for sister service). The camouflage band on the cover will have the Soldiers last name in capital block letters centered on the front of the helmet. The band will be secured on both sides, front and rear, with a 550-cord girth hitch, routed through the camouflage slits in the cover, and tied off to the modified chin strap assembly inside the helmet. Sister Service Cadre are authorized to wear the OPS Corp Helmets if issued.

n. Cadre members will always carry earplugs with them when working at the airfield, or in and around an aircraft. Cadre members will wear earplugs on all flights.

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o. Members of the Battalion will always include note-taking materials as part of the ACU uniform – memo book or note cards, and pen or pencil. All Cadre are responsible for having a copy of the heat mitigation card during summer months in the training area. Each platoon will have access to a BACSOP while in the training area at all times.

p. Battalion Black Jackets will be worn only in the Battalion or Brigade Training areas when conditions warrant. Black Jackets will not be worn inside of Brigade Headquarters.