



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

SAMR-ZA

31 January 2025

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Cultural Observance Guidance

1. Reference:

a. Office of Under Secretary of Defense (Personnel and Readiness), "Cultural Observance Guidance," 31 January 2025

2. Our Army has earned its reputation as the most formidable ground force in the world, in large part because of the people that serve in our formations. Our teams are lethal and cohesive because our Soldiers train and endure hardship together to accomplish the mission. We celebrate individual initiative, hard work, and successes that highlight our shared Army values.

3. In compliance with reference a, the Department of the Army will not use official resources, to include man-hours, for cultural observances or awareness events. Soldiers and Civilians remain permitted to attend these events in an unofficial capacity outside of duty hours. We will continue to provide guidance as it becomes available.

4. The strength of our Army is our people, who come from all walks of life, all over the country, and around the world to join our team. We celebrate each of you every day. I'm routinely impressed by the grit and determination shown by the Soldiers in our formations and the Civilians who support them. Leaders at every echelon should continue to recognize the contributions of outstanding individuals and teams.

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MARK R. LEWIS
Senior Official Performing the Duties of the
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

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SUBJECT: Cultural Observance Guidance

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