

## **Commander Talking Points – Voluntary Separations**

### **Service Members and Trainees**

Under recent changes to Department of Defense policy, Soldier's with a diagnosis or history of, or exhibit symptoms consistent with gender dysphoria and/or have a history of cross-sex hormone therapy or a history of sex reassignment or genital reconstruction surgery as treatment for gender dysphoria or in pursuit of a sex transition are disqualified from military service. In some cases, waivers may be available for disqualifying conditions.

The Army has developed a phased approach for separation for gender dysphoria. The first phase is for those individuals who wish to self-identify and seek a voluntary separation. The voluntary separation opportunity is open.

If you have any of these conditions and wish to self-identify, please let your leader/commander.

If you have any questions about this determination or the waiver process, we encourage you to speak with your commander for further clarification.

Provide command POC.

### **Commander Talking Points Once Soldier Has Self-Identified (Counseling)**

You are being counseled today because you have requested voluntary separation from military service IAW HQDA EXORD 175-25 "Implementation Guidance for Executive Order 14183." This was a voluntary request by which you self-identified as having a current diagnosis or history of, or exhibiting symptoms consistent with gender dysphoria.

You will report to (Rank Last name, First name) to begin out-processing immediately. (Add additional necessary instructions such as new place of duty and installation-specific guidance for clearing, equipment turn in, and finance). While being processed for separation you will be placed in an administrative absence status, with full pay and benefits, until your separation is complete. To facilitate your separation, you will be designated as non-deployable.

You may be eligible for Voluntary Separation Pay IAW 10 U.S.C. 1775a and DoDI 1332.43. You will be required to attend the Army Transition Assistance Program (TAP).

You will be referred to complete a medical examination IAW DoDI 6040.46. You will not be referred to the Disability Evaluation System (DES) solely for a current diagnosis, history of or exhibiting symptoms consistent with gender dysphoria, not constituting a physical disability pursuant to DoDI 1332.18. You may be referred to the DES if you

have a co-morbidity, or any other qualifying condition, that is appropriate for a disability evaluation processing IAW AR 635-40.

You will not have to repay any bonuses received prior to 26 February 2025. All remaining military service obligations (MSO) pursuant to 10 U.S.C. 651 or other authorities will be waived. You and your covered dependents may be eligible for transitional health care through Tricare for 180 days post separation IAW 10 U.S.C. 1145.

### **Commander Talking Points Soldiers Who Previously Submitted Voluntary Separation.**

A recent ruling by the Supreme Court issued on 6 May 2025 has allowed for the Department of Defense to continue separating individuals with a diagnosis or history of, or exhibit symptoms consistent with gender dysphoria and/or have a history of cross-sex hormone therapy or a history of sex reassignment or genital reconstruction surgery as treatment for gender dysphoria or in pursuit of a sex transition from military service.

If you previously elected to voluntarily separate under EXORD 175-25 guidance, your packet will continue processing immediately once you provide medical verification from your medical provider. Failure to submit the medical verification could result in delay of your voluntary separation request being processed. Additionally, not submitting the medical verification does not change the fact that the commander has been notified and will not prevent involuntary separation.

### **Commander Talking Points Soldiers Who Would Like to Withdrawal Voluntary Separation.**

All entitlements for voluntary separation are in place. If you wish to withdraw your voluntary separation packet, you must provide a written request withdrawing your packet. Once you withdraw your request for voluntary separation, you will no longer be entitled to compensation IAW voluntary separations in EXORD 175-25 and will be involuntarily separated when the voluntary request period is over.

### **Commander Talking Points Soldiers Who Are Retirement Eligible and Request to Retire in Lieu of Separation**

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You currently meet the requirements for retirement. You may submit your retirement in lieu of any separation action (voluntary/involuntary). Upon submitting of your retirement, you are no longer eligible for compensation IAW EXORD 175-25. You will

remain eligible for retirement compensation and benefits IAW already established Army policy for “in lieu of” retirements.

### **Commander Talking Points Soldiers Who Would Like to Submit an ETP for TERA**

A recent ruling by the Supreme Court issued on 6 May 2025 has allowed for the Department of Defense to continue separating individuals with a diagnosis or history of, or exhibit symptoms consistent with gender dysphoria and/or have a history of cross-sex hormone therapy or a history of sex reassignment or genital reconstruction surgery as treatment for gender dysphoria or in pursuit of a sex transition from military service.

You currently have more than 15 years of Active Federal Service (AFS) and meet the requirements for Temporary Early Retirement Authority (TERA); however OSD’s policy for service members separated for Gender Dysphoria restricts TERA to service members that have 18 years of AFS. If you have more than 15 years AFS and less than 18 year AFS you may submit an exception to policy to request for consideration of retirement under TERA to the Secretary of Defense. If disapproved, you will be voluntarily separated under the guidance published in EXORD 175-25.

### **Applicants**

Thank you for your interest in serving in the United States Army and for taking the time to go through the application process. We recognize the dedication and commitment it takes to pursue military service. As part of the Army’s accession process, all applicants must meet established medical and eligibility requirements to serve.

Under recent changes to Department of Defense policy, individuals with a diagnosis or history of, exhibit symptoms consistent with gender dysphoria and/or have a history of cross-sex hormone therapy or a history of sex reassignment or genital reconstruction surgery as treatment for gender dysphoria or in pursuit of a sex transition are disqualified from military service in the Army. In some cases, waivers may be available for disqualifying conditions.

We appreciate your desire to serve and understand that this may be disappointing news. If you have any questions about this determination or the waiver process, we encourage you to speak with your recruiter for further clarification.