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## FRAGO 2 TO HQDA EXORD 175-25 IMPLEMENTATION GUIDANCE FOR

**Originator:** DA WASHINGTON DC

**TOR:** 05/20/2025 23:03:22

**DTG:** 202300Z May 25

**Prec:** Priority

**DAC:** General

ARLINGTON NATIONAL CEMETERY ARLINGTON VA, ARNG NGB COMOPS ARLINGTON VA, ARNG NGB J3 JOC WASHINGTON DC, ARNGRC ARLINGTON VA, ARNGRC WATCH ARLINGTON VA, CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX, CDR ARMY FUTURES COMMAND AUSTIN TX, CDR ATEC ABERDEEN PROVING GROUND MD, CDR FORSCOM DCS G3 CENTRAL TASKING DIV FT BRAGG NC, CDR FORSCOM DCS G3 CURRENT OPS FT BRAGG NC, CDR FORSCOM DCS G3 WATCH OFFICER FT BRAGG NC, CDR MDW J3 FT MCNAIR DC, CDR MDW JFHQ-NCR FT MCNAIR DC, CDR NETCOM 9THSC FT HUACHUCA AZ, CDR TRADOC CG FT EUSTIS VA, CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA, CDR USAR NORTH FT SAM HOUSTON TX, CDR USARCENT SHAW AFB SC, CDR USAREUR-AF WIESBADEN GE, CDR USASOC COMMAND CENTER FT BRAGG NC, CDR USASOC FT BRAGG NC, CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC, CDRAMC REDSTONE ARSENAL AL, CDRFORSCOM FT BRAGG NC, CDRHRC G3 DCSOPS FT KNOX KY, CDRINSCOM FT BELVOIR VA, CDRINSCOM FT BELVOIR VA, CDRINSCOMIOC FT BELVOIR VA, CDRINSCOMIOC FT BELVOIR VA,

**To:** CDRMDW WASHINGTON DC, CDRUSACE WASHINGTON DC, CDRUSACIDC FT BELVOIR VA, CDRUSAEIGHT G3 CUOPS SEOUL KOR, CDRUSAEIGHT SEOUL KOR, CDRUSAMEDCOM FT SAM HOUSTON TX, CDRUSARC G33 READ FT BRAGG NC, CDRUSARCYBER WATCH OFFICER FT EISENHOWER GA, CDRUSAREC FT KNOX KY, CDRUSARPAC CG FT SHAFTER HI, CDRUSARPAC FT SHAFTER HI, COMDT USAWC CARLISLE BARRACKS PA, HQ IMCOM FT SAM HOUSTON TX, HQ SDDC CMD GROUP SCOTT AFB IL, HQ SDDC OPS MSG CNTR SCOTT AFB IL, HQ USARSO FT SAM HOUSTON TX, HQ USARSO G3 FT SAM HOUSTON TX, HQDA ARMY STAFF WASHINGTON DC, HQDA CSA WASHINGTON DC, HQDA EXEC OFFICE WASHINGTON DC, HQDA IMCOM OPS DIV WASHINGTON DC, HQDA SEC ARMY WASHINGTON DC, HQDA SECRETARIAT WASHINGTON DC, HQDA SURG GEN WASHINGTON DC, MEDCOM HQ EOC FT SAM HOUSTON TX, NETCOM G3 CURRENT OPS FT HUACHUCA AZ, NGB WASHINGTON DC, SMDC ARSTRAT CG ARLINGTON VA, SMDC ARSTRAT G3 ARLINGTON VA, SUPERINTENDENT USMA WEST POINT NY, SURGEON GEN FALLS CHURCH VA, USAR AROC FT BRAGG NC, USAR CMD GRP FT BRAGG NC, USAR DCS G33 OPERATIONS FT BRAGG NC, USARCENT G3 FWD, USARPAC COMMAND CENTER FT SHAFTER HI

**CC:** HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC, HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC, HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC

HQDA EXORD 175-25 (FRAGO 2) Annex A - Individual Memo (Final).pdf, HQDA EXORD 175-25 (FRAGO 2) Annex E - Commander and USAREC Talking Points (Final).pdf, HQDA EXORD 175-25 (FRAGO 2) Annex F - GD Voluntary Separation Process (Final).pdf,

**Attachments:** HQDA EXORD 175-25 (FRAGO 2) Annex G - Gender Dysphoria Waiver Request (Final).pdf, HQDA EXORD 175-25 (FRAGO 2) Annex H - Gender Dysphoria Separation Benefits Overview (Final).pdf, HQDA EXORD 175-25 (FRAGO 2) Annex J - GD Medical Validation Memo (Final).pdf

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P 202300Z MAY 25

FM DA WASHINGTON DC

TO RUIAAAA/ARLINGTON NATIONAL CEMETERY ARLINGTON VA

RUIAAAA/ARNG NGB COMOPS ARLINGTON VA

RUIAAAA/ARNG NGB J3 JOC WASHINGTON DC

RUIAAAA/ARNGRC ARLINGTON VA

RUIAAAA/ARNGRC WATCH ARLINGTON VA

RUIAAAA/CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX

RUIAAAA/CDR ARMY FUTURES COMMAND AUSTIN TX

RUIAAAA/CDR ATEC ABERDEEN PROVING GROUND MD

RUIAAAA/CDR FORSCOM DCS G3 CENTRAL TASKING DIV FT BRAGG NC

RUIAAAA/CDR FORSCOM DCS G3 CURRENT OPS FT BRAGG NC

RUIAAAA/CDR FORSCOM DCS G3 WATCH OFFICER FT BRAGG NC

RUIAAAA/CDR MDW J3 FT MCNAIR DC

RUIAAAA/CDR MDW JFHQ-NCR FT MCNAIR DC

RUIAAAA/CDR NETCOM 9THSC FT HUACHUCA AZ

RUIAAAA/CDR TRADOC CG FT EUSTIS VA

RUIAAAA/CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA

RUIAAAA/CDR USAR NORTH FT SAM HOUSTON TX

RUIAAAA/CDR USARCENT SHAW AFB SC

RUIAAAA/CDR USAREUR-AF WIESBADEN GE

RUIAAAA/CDR USASOC COMMAND CENTER FT BRAGG NC

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RUIAAAA/CDR USASOC FT BRAGG NC  
RUIAAAA/CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC  
RUIAAAA/CDRAMC REDSTONE ARSENAL AL  
RUIAAAA/CDRFORSCOM FT BRAGG NC  
RUIAAAA/CDRHRC G3 DCSOPS FT KNOX KY  
RUIAAAA/CDRINSCOM FT BELVOIR VA  
RUEPINM/CDRINSCOM FT BELVOIR VA  
RUIAAAA/CDRINSCOMIOC FT BELVOIR VA  
RUEPINF/CDRINSCOMIOC FT BELVOIR VA  
RUIAAAA/CDRMDW WASHINGTON DC  
RUIAAAA/CDRUSACE WASHINGTON DC  
RUIAAAA/CDRUSACIDC FT BELVOIR VA  
RUIAAAA/CDRUSAEIGHT G3 CUOPS SEOUL KOR  
RUIAAAA/CDRUSAEIGHT SEOUL KOR  
RUIAAAA/CDRUSAMEDCOM FT SAM HOUSTON TX  
RUIAAAA/CDRUSARC G33 READ FT BRAGG NC  
RUIAAAA/CDRUSARCYBER WATCH OFFICER FT EISENHOWER GA  
RUIAAAA/CDRUSAREC FT KNOX KY  
RUIAAAA/CDRUSARPAC CG FT SHAFTER HI  
RUIAAAA/CDRUSARPAC FT SHAFTER HI  
RUIAAAA/COMDT USAWC CARLISLE BARRACKS PA  
RUIAAAA/HQ IMCOM FT SAM HOUSTON TX  
RUIAAAA/HQ SDDC CMD GROUP SCOTT AFB IL  
RUIAAAA/HQ SDDC OPS MSG CNTR SCOTT AFB IL  
RUIAAAA/HQ USARSO FT SAM HOUSTON TX  
RUIAAAA/HQ USARSO G3 FT SAM HOUSTON TX  
RUEADWD/HQDA ARMY STAFF WASHINGTON DC  
RUEADWD/HQDA CSA WASHINGTON DC  
RUEADWD/HQDA EXEC OFFICE WASHINGTON DC  
RUEADWD/HQDA IMCOM OPS DIV WASHINGTON DC  
RUEADWD/HQDA SEC ARMY WASHINGTON DC  
RUEADWD/HQDA SECRETARIAT WASHINGTON DC  
RUEADWD/HQDA SURG GEN WASHINGTON DC  
RUIAAAA/MEDCOM HQ EOC FT SAM HOUSTON TX  
RUIAAAA/NETCOM G3 CURRENT OPS FT HUACHUCA AZ  
RUIAAAA/NGB WASHINGTON DC  
RUIAAAA/SMDC ARSTRAT CG ARLINGTON VA  
RUIAAAA/SMDC ARSTRAT G3 ARLINGTON VA  
RUIAAAA/SUPERINTENDENT USMA WEST POINT NY  
RUIAAAA/SURGEON GEN FALLS CHURCH VA  
RUJAAAA/USAR AROC FT BRAGG NC  
RUJAAAA/USAR CMD GRP FT BRAGG NC  
RUJAAAA/USAR DCS G33 OPERATIONS FT BRAGG NC  
RUIAAAA/USARCENT G3 FWD  
RUIAAAA/USARPAC COMMAND CENTER FT SHAFTER HI  
ZEN/HQ INSCOM IOC FT BELVOIR VA  
INFO RUIAAAA/HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC  
RUIAAAA/HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC  
RUIAAAA/HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC  
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SUBJ/FRAGO 2 TO HQDA EXORD 175-25 IMPLEMENTATION GUIDANCE FOR  
EXECUTIVE ORDER (EO) 14183: "PRIORITIZING MILITARY EXCELLENCE AND  
READINESS"  
UNCLASSIFIED//

(U) SUBJECT: FRAGO 2 TO HQDA EXORD 175-25 IMPLEMENTATION GUIDANCE FOR  
EXECUTIVE ORDER (EO) 14183: "PRIORITIZING MILITARY EXCELLENCE AND  
READINESS"//

(U) REFERENCES:

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REF//A/ THROUGH REF//H/ NO CHANGE.

REF//I/ (U) OFFICE OF THE UNDERSECRETARY OF DEFENSE MEMORANDUM, "PRIORITIZING MILITARY EXCELLENCE AND READINESS: MILITARY DEPARTMENT IDENTIFICATION", DATED 21 MARCH 2025

REF//J/ (U) SECRETARY OF DEFENSE MEMORANDUM, "IMPLEMENTING POLICY ON PRIORITIZING MILITARY EXCELLENCE AND READINESS", DATED 8 MAY 2025.

REF//K/ (U) THE UNDER SECRETARY OF DEFENSE MEMORANDUM, "PRIORITIZING MILITARY EXCELLENCE AND READINESS: IMPLEMENTATION GUIDANCE, DATED 15

MAY 2025".

1. (U) SITUATION.

1.A. (U) PUBLICATION OF THIS FRAGO SUPERSEDES AND FURTHER RESCINDS FRAGO 1 TO EXORD 175-25, "IMPLEMENTATION GUIDANCE FOR EXECUTIVE ORDER

(EO) 14183: "PRIORITIZING MILITARY EXCELLENCE AND READINESS", DTG: 071814Z MAR 25.

1.B. (U) FOR THE PURPOSES OF THIS FRAGO, THE TERM INDIVIDUAL REFERS TO SOLDIERS, CADETS, AND APPLICANTS.

2. (U) MISSION. EFFECTIVE IMMEDIATELY, ALL ARMY ORGANIZATIONS WILL REIMPLEMENT GUIDANCE RELATED TO THE OFFICE OF SECRETARY OF DEFENSE GUIDANCE, "PRIORITIZING MILITARY EXCELLENCE AND READINESS." COMMANDERS

WILL USE THE UTMOST PROFESSIONALISM AND TREAT ALL INDIVIDUALS WITH DIGNITY AND RESPECT WHILE REMAINING COMPLIANT TO THE STATED GUIDANCE WHILE IMPLEMENTING THIS POLICY.

3. (U) EXECUTION.

3.A. (U) INTENT.

3.A.1. (U) IT IS THE POLICY OF THE UNITED STATES ARMY TO ESTABLISH HIGH STANDARDS FOR SOLDIER READINESS, LETHALITY, COHESION, HONESTY, HUMILITY, UNIFORMITY, AND INTEGRITY. THIS POLICY IS INCONSISTENT WITH

THE MEDICAL, SURGICAL, AND MENTAL HEALTH CONSTRAINTS ON INDIVIDUALS WITH GENDER DYSPHORIA OR WHO HAVE A CURRENT DIAGNOSIS OR HISTORY OF, OR EXHIBIT SYMPTOMS CONSISTENT WITH, GENDER DYSPHORIA.

3.A.2. (U) SERVICE IN THE ARMY IS OPEN TO ALL INDIVIDUALS WHO CAN MEET THE HIGH STANDARDS FOR MILITARY SERVICE AND READINESS WITHOUT SPECIAL ACCOMMODATIONS.

3.A.3. (U) THE ARMY ONLY RECOGNIZES TWO SEXES: MALE AND FEMALE. AN INDIVIDUAL'S SEX IS IMMUTABLE, UNCHANGING DURING A PERSON'S LIFE. ALL

INDIVIDUALS WILL ONLY SERVE IN ACCORDANCE WITH THEIR SEX, DEFINED IN EXECUTIVE ORDER 14168, "DEFENDING WOMEN FROM GENDER IDEOLOGY EXTREMISM

AND RESTORING BIOLOGICAL TRUTH TO THE FEDERAL GOVERNMENT," AS "AN INDIVIDUAL'S IMMUTABLE BIOLOGICAL CLASSIFICATION AS EITHER MALE OR FEMALE."

3.A.4. (U) INDIVIDUALS WHO HAVE A CURRENT DIAGNOSIS OR HISTORY OF, OR EXHIBIT SYMPTOMS CONSISTENT WITH, GENDER DYSPHORIA ARE DISQUALIFIED FROM MILITARY SERVICE IN THE ARMY.

3.A.5. (U) INDIVIDUALS WHO HAVE A HISTORY OF CROSS-SEX HORMONE

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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.

3.A.6. (U) COMMANDERS WILL TAKE IMMEDIATE MEASURES TO UPDATE PERSONNEL RECORDS AND ADMINISTRATIVE SYSTEMS TO REFLECT BIOLOGICAL SEX FOR ALL INDIVIDUALS.

3.A.7. (U) WHERE A STANDARD, REQUIREMENT, OR POLICY DEPENDS ON WHETHER THE INDIVIDUAL IS A MALE OR FEMALE (E.G., MEDICAL FITNESS FOR DUTY, PHYSICAL FITNESS, AND BODY FAT STANDARDS; BERTHING, BATHROOM, AND SHOWER FACILITIES; AND UNIFORM AND GROOMING STANDARDS), ALL PERSONS WILL BE SUBJECT TO THE STANDARD, REQUIREMENT, OR POLICY ASSOCIATED WITH THEIR BIOLOGICAL SEX.

3.A.8. (U) PRONOUN USAGE WHEN REFERRING TO INDIVIDUALS MUST REFLECT THEIR BIOLOGICAL SEX. IN KEEPING WITH GOOD ORDER AND DISCIPLINE, SALUTATIONS (E.G., ADDRESSING A SENIOR OFFICER AS "SIR" OR "MA'AM") MUST ALSO REFLECT AN INDIVIDUAL'S BIOLOGICAL SEX.

3.A.9. (U) THE PRIMARY MEANS OF IDENTIFYING INDIVIDUALS FOR VOLUNTARY SEPARATION WILL BE THROUGH SELF IDENTIFICATION TO THE FIRST O5 COMMANDER IN THEIR CHAIN OF COMMAND, BY COMPLETING THE INDIVIDUAL MEMO AT ANNEX A.

3.A.10. (U) THE PRIMARY MEANS OF IDENTIFYING INDIVIDUALS FOR INVOLUNTARY SEPARATION WILL BE THROUGH INDIVIDUAL MEDICAL READINESS (IMR) SUCH AS THE ANNUAL PERIODIC HEALTH ASSESSMENT (PHA) OR SOLDIER READINESS PROCESS (SRP) IAW REFERENCE I.

3.A.11. (U) ON CONCLUSION OF THE VOLUNTARY SEPARATION WINDOW (PHASE I), COMMANDERS WILL INITIATE INVOLUNTARY SEPARATION (PHASE II). ADDITIONAL GUIDANCE WILL BE FORTHCOMING IN A SUBSEQUENT FRAGO ON IDENTIFYING INDIVIDUALS FOR INVOLUNTARY SEPARATION.

3.A.12. (U) MEDICAL

3.A.12.A. (U) NO DOD FUNDS WILL BE USED TO PAY FOR SOLDIERS' UNSCHEDULED, SCHEDULED, OR PLANNED MEDICAL PROCEDURES ASSOCIATED WITH FACILITATING SEX REASSIGNMENT SURGERY, GENITAL RECONSTRUCTION SURGERY AS TREATMENT FOR GENDER DYSPHORIA, OR NEWLY INITIATED CROSS-SEX HORMONE THERAPY.

3.A.12.B. (U) CROSS-SEX HORMONE THERAPY FOR SOLDIERS WHO HAVE A CURRENT DIAGNOSIS OR HISTORY OF, OR EXHIBIT SYMPTOMS CONSISTENT WITH, GENDER DYSPHORIA THAT BEGAN PRIOR TO 26 FEBRUARY 2025, MAY, IF RECOMMENDED BY A MEDICAL PROVIDER IN ORDER TO PREVENT FURTHER COMPLICATIONS, BE CONTINUED UNTIL SEPARATION IS COMPLETE.

3.A.12.C. (U) PERSONAL KNOWLEDGE WILL BE BASED ON ONE OF THE FOLLOWING CRITERIA: (1) AN INDIVIDUAL'S PRIOR REQUEST FOR AN EXCEPTION TO POLICY (ETP) TO GROOMING STANDARDS PURSUANT TO AD 2021-22; (2) AN INDIVIDUAL'S REQUEST FOR A MEDICAL TREATMENT PLAN PURSUANT TO AD

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22; (3) AN INDIVIDUAL'S OPEN OR OVERT CONDUCT REGARDING HIS OR HER GENDER DYSPHORIA IN THE UNIT OR IN PUBLIC/SOCIAL MEDIA; OR (4) AN INDIVIDUAL'S PRIVATE CONVERSATION WITH HIS OR HER COMMANDER DISCLOSING HIS OR HER GENDER DYSPHORIA.

3.A.12.D. (U) COMMANDERS WHO HAVE PERSONAL KNOWLEDGE OF INDIVIDUALS IN THEIR UNITS WHO ARE DISQUALIFIED FOR MILITARY SERVICE PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. WILL DIRECT AN INDIVIDUAL MEDICAL READINESS REVIEW TO CONFIRM COMPLIANCE WITH MEDICAL STANDARDS IAW AR 40-502, "MEDICAL READINESS."

3.A.12.E. (U) THE FIRST O-5 COMMANDER WILL DIRECT THE INDIVIDUAL MEDICAL READINESS REVIEW. COMMANDERS MAY SEEK COLLABORATION WITH MILITARY TREATMENT FACILITY LEADERSHIP FOR IMR REVIEWS WHERE THERE ARE NOT ORGANIC MEDICAL PERSONNEL IN SUPPORT.

3.A.12.F. (U) ALL REVIEWS OF IMR OR OTHER PROTECTED HEALTH INFORMATION (PHI) WILL BE CONDUCTED IN ACCORDANCE WITH DOD MANUAL 6025.18, "IMPLEMENTATION OF THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA) PRIVACY RULE IN DOD HEALTH CARE PROGRAMS."

THERE WILL BE STRICT ADHERENCE TO PRIVACY AND MINIMUM NECESSARY PROTOCOLS WITH REGARD TO INFORMATION SHARING.

3.A.12.G. (U) MEDICAL PROVIDERS CONDUCTING A PHA, SRP, OR INDIVIDUAL MEDICAL READINESS REVIEW WHO IDENTIFY INDIVIDUALS WITH A CURRENT DIAGNOSIS OR HISTORY OF, OR EXHIBITING SYMPTOMS CONSISTENT WITH, GENDER DYSPHORIA, MUST IMMEDIATELY NOTIFY THE INDIVIDUAL'S COMMANDER USING THE MEDICAL PROFILING SYSTEM. THEY WILL ALSO COMPLETE A VERIFICATION MEMORANDUM IN ANNEX J FOR THE SOLDIER TO PROVIDE TO THEIR COMMANDER.

3.A.12.H. (U) UPON VERIFICATION BY A MEDICAL PROVIDER, THE INDIVIDUAL WILL BE NOTIFIED OF THE COMMANDER'S INTENT TO SEPARATE. FOR THE PURPOSE OF THIS ORDER, MEDICAL PROVIDER REFERS TO THE FOLLOWING PERSONNEL OR EQUIVALENT: PHYSICIAN, NURSE PRACTITIONER (NP), OR PHYSICIAN ASSISTANT (PA). THE MEDICAL PROVIDER CAN BE EITHER MILITARY OR CIVILIAN.

3.A.12.I. (U) GUIDANCE ISSUED IN THE ACTING SECRETARY OF DEFENSE FOR HEALTH AFFAIRS (DHA) MEMORANDUM, "ADDITIONAL GUIDANCE ON TREATMENT OF GENDER DYSPHORIA", DATED 21 APRIL 2025, HAVE BEEN REINDED.

3.A.12.J. (U) COMMANDERS WILL ENSURE ALL INDIVIDUALS CONDUCT A PHA AND COMPLY WITH GUIDANCE OUTLINED IN AR 40-502, "MEDICAL READINESS," AS A CONDITION OF CONTINUED SERVICE IN THE ARMY.

3.A.12.K. (U) AT NO TIME WILL A COMMANDER DIRECT A PHA OUTSIDE OF THE GUIDANCE OUTLINED IN AR 40-502.

3.A.12.L. (U) COMMANDERS WILL ENSURE ALL INDIVIDUALS CONDUCT AN SRP AND COMPLY WITH GUIDANCE OUTLINED IN AR 600-8-101, "PERSONNEL

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READINESS PROCESSING."

3.A.12.M. (U) INDIVIDUALS ARE INELIGIBLE FOR REFERRAL TO THE DISABILITY EVALUATION SYSTEM (DES) SOLELY FOR DIAGNOSIS OR HISTORY OF, OR EXHIBIT SYMPTOMS CONSISTENT WITH, GENDER DYSPHORIA.

3.A.12.N. (U) INDIVIDUALS MAY BE REFERRED TO THE DES IF THEY HAVE A CO-MORBIDITY, OR OTHER QUALIFYING CONDITION, THAT IS APPROPRIATE FOR DISABILITY EVALUATION PROCESSING IN ACCORDANCE WITH AR 635-40, PRIOR TO THE COMPLETION OF THEIR SEPARATION PHYSICAL.

3.A.13. (U) INTIMATE SPACES

3.A.13.A. (U) ACCESS TO INTIMATE SPACES WILL BE DETERMINED BY AN INDIVIDUAL'S BIOLOGICAL SEX. COMMANDERS WILL APPLY ALL STANDARDS THAT REFLECT CONSIDERATION OF THE INDIVIDUAL'S BIOLOGICAL SEX, TO INCLUDE,

BUT NOT LIMITED TO UNIFORMS AND GROOMING, BODY COMPOSITION ASSESSMENT, MEDICAL FITNESS FOR DUTY, PHYSICAL FITNESS AND BODY FAT STANDARDS, BATHROOM, AND SHOWER FACILITIES AND MILITARY PERSONNEL DRUG ABUSE TESTING PROGRAM PARTICIPATION. COMMANDERS WILL ENSURE ALL SUCH SHARED

INTIMATE SPACES WILL BE CLEARLY DESIGNATED FOR EITHER MALE, FEMALE, OR FAMILY USE.

3.A.13.B. (U) COMMANDERS MAY APPROVE EXCEPTIONS TO SHARED INTIMATE SPACES ONLY IN CASES OF EXTRAORDINARY OPERATIONAL NECESSITY. DURING DEPLOYMENTS, OR IN AUSTERE ENVIRONMENTS WHERE SPACE IS LIMITED, COMMANDERS WILL PRIORITIZE UNIT COHESION AND READINESS WHILE ADHERING TO THIS POLICY.

3.A.14. (U) SEPARATION AUTHORITIES AND ADDITIONAL INSTRUCTIONS FOR COMMANDERS.

3.A.14.A. (U) THE PRIMARY MEANS OF IDENTIFYING INDIVIDUALS FOR VOLUNTARY SEPARATION WILL BE THROUGH SELF IDENTIFICATION TO THE FIRST O-5 COMMANDER IN THEIR CHAIN OF COMMAND, BY COMPLETING THE INDIVIDUAL MEMO AT ANNEX A. MEDICAL VERIFICATION IS REQUIRED. SEE ANNEX J.

3.A.14.B. (U) THE PRIMARY MEANS OF IDENTIFYING INDIVIDUALS FOR INVOLUNTARY SEPARATION WILL BE THROUGH INDIVIDUAL MEDICAL READINESS (IMR) SUCH AS THE ANNUAL PERIODIC HEALTH ASSESSMENT (PHA) IAW REFERENCE I.

3.A.14.C. (U) SEPARATION AUTHORITY FOR REGULAR ARMY (RA) AND UNITED STATES ARMY RESERVES (USAR) FOR ALL PHASES RESIDES WITH THE ASA(M&RA).

3.A.14.D. (U) SEPARATION AUTHORITY FOR THE ARMY NATIONAL GUARD (ARNG) RESIDES WITH THE ASA(M&RA) FOR ENLISTED SOLDIERS. THE CHIEF, NATIONAL GUARD BUREAU (NGB) WILL PROVIDE GUIDANCE FOR OFFICER SEPARATIONS.

3.A.14.E. (U) INDIVIDUALS BEING SEPARATED OR RETIRED WILL RECEIVE

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REENTRY CODE (RE-3) TO REFLECT THEY WILL NOT BE CONSIDERED FULLY QUALIFIED FOR REENTRY FOR CONTINUED SERVICE AND ARE INELIGIBLE TO SERVE IN A RESERVE COMPONENT.

3.A.14.F. (U) TO MAINTAIN GOOD ORDER AND DISCIPLINE, ALL INDIVIDUALS

BEING PROCESSED FOR SEPARATION, OR RETIREMENT IN LIEU OF, WILL BE PLACED IN AN ADMINISTRATIVE ABSENCE STATUS WITH FULL PAY AND BENEFITS, UNTIL THEIR SEPARATION IS COMPLETE. COMMANDERS WILL MAINTAIN ACCOUNTABILITY AND ENSURE THE HEALTH AND WELFARE OF INDIVIDUALS THROUGHOUT THE SEPARATION PROCESS. TRAINING AND DOCTRINE COMMAND (TRADOC) TRAINEES ARE EXEMPT FROM THE ADMINISTRATIVE ABSENCE REQUIREMENTS.

3.A.14.G. (U) DURING THE SEPARATION PROCESS, COMMANDERS MAY AUTHORIZE INDIVIDUALS TO WEAR CIVILIAN CLOTHING WHILE PARTICIPATING IN SEPARATION REQUIRED EVENTS IAW DA PAM 670-1, APPENDIX B, TABLE B-2 (SERVICE EQUIVALENT UNIFORMS).

3.A.14.H. (U) SOLDIERS BEING SEPARATED, OR RETIREMENT IN LIEU OF, ARE NOT AUTHORIZED TO PARTICIPATE IN ANY CAREER SKILLS PROGRAM (CSP) OR SKILL BRIDGE OPPORTUNITIES.

3.A.14.I. (U) ALL INDIVIDUALS WHO ARE PROCESSED FOR SEPARATION, OR RETIREMENT IN LIEU OF, WILL BE DESIGNATED NON-DEPLOYABLE UNTIL THEIR SEPARATION IS COMPLETE (ANNEX F).

3.A.14.J. (U) ELIGIBLE SOLDIERS (INCLUDING ACTIVE-DUTY SOLDIERS AND RESERVE OR NATIONAL GUARD MEMBERS WHEN IN A TITLE 10 STATUS OR ON ACTIVE-DUTY ORDERS FOR 30 OR MORE CONSECUTIVE DAYS) WHO ARE PROCESSED

FOR SEPARATION OR RETIREMENT IN LIEU OF, ALONG WITH THEIR COVERED DEPENDENTS, MAY REMAIN ELIGIBLE FOR TRICARE FOR 180 DAYS POST SEPARATION IAW 10 U.S.C. 1145.

3.A.14.K. (U) ALL SOLDIERS WILL COMPLETE THE TRANSITION ASSISTANCE PROGRAM (TAP) IAW 600-81. COMMANDERS MAY AUTHORIZE SOLDIERS WEAR OF APPROPRIATE BUSINESS CASUAL CIVILIAN ATTIRE DURING TAP, INSTALLATION OUT PROCESSING ACTIVITIES, AND WHILE IN AN ADMINISTRATIVE ABSENCE STATUS. IF FEASIBLE, COMMANDERS WILL ALLOW SOLDIERS TO PARTICIPATE IN

A HYBRID OR VIRTUAL TAP.

3.A.14.L. (U) THIS GUIDANCE DOES NOT PRECLUDE APPROPRIATE ADMINISTRATIVE OR DISCIPLINARY ACTION FOR INDIVIDUALS WHO REFUSE LAWFUL ORDERS TO COMPLY WITH APPLICABLE STANDARDS OR OTHERWISE DO NOT

MEET STANDARDS FOR PERFORMANCE AND CONDUCT. THIS GUIDANCE DOES NOT LIMIT A COMMANDER'S AUTHORITY TO FLAG, INVESTIGATE, OR PROCESS ANY ACTION UNDER THE UNIFORM CODE OF MILITARY JUSTICE OR TAKE ANY ADVERSE

ADMINISTRATIVE ACTION.

3.A.14.M. (U) EFFECTIVE IMMEDIATELY, PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5., SOLDIERS WHO ARE ASSIGNED TO THE OFFICE OF THE SECRETARY OF DEFENSE, DEFENSE AGENCIES, DOD FIELD ACTIVITIES, COMBATANT COMMANDS, AND OTHER JOINT ASSIGNMENTS WILL REMAIN IN THEIR CURRENT BILLET; HOWEVER, THESE SOLDIERS WILL BE UNDER ADMINISTRATIVE CONTROL (ADCON) OF THE ARMY COMMAND, ARMY SERVICE COMMAND, OR DIRECT

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UNIT NEAR THEIR GEOGRAPHIC LOCATION.

3.A.14.N. (U) FOR SOLDIERS WHO ARE CURRENTLY DEPLOYED (OR SERVING ON

ANY TYPE OF ORDERS OVER 30 DAYS, AND VOLUNTARILY ELECT SEPARATION, COMMANDERS WILL INITIATE RETURN TO HOME STATION WITHIN 30 DAYS OF BEING NOTIFIED, OR AS SOON AS PRACTICABLE.

3.A.14.O. (U) PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5., INDIVIDUALS WILL BE PROCESSED FOR SEPARATION OR RETIREMENT FROM THE ARMY. SEPARATION PROCESS MUST BE INITIATED NO LATER THAN (NLT) 30 DAYS FROM IDENTIFICATION.

3.A.14.P. (U) CHARACTERIZATION OF SERVICE UNDER THESE PROCEDURES WILL BE HONORABLE EXCEPT WHERE THE INDIVIDUALS' RECORD OTHERWISE WARRANTS A LOWER CHARACTERIZATION.

3.A.14.Q. (U) CONSISTENT WITH EXISTING LAW, DOD, AND ARMY POLICY, COMMANDERS SHALL PROTECT THE PRIVACY OF PROTECTED HEALTH INFORMATION THEY RECEIVE UNDER THIS POLICY IN THE SAME MANNER AS THEY WOULD WITH ANY OTHER PHI. SUCH PHI SHALL BE RESTRICTED TO PERSONNEL WITH A SPECIFIC NEED TO KNOW; THAT IS, ACCESS TO INFORMATION MUST BE NECESSARY FOR THE CONDUCT OF OFFICIAL DUTIES. PERSONNEL SHALL ALSO BE

ACCOUNTABLE FOR SAFEGUARDING PHI CONSISTENT WITH EXISTING LAW, DOD, AND ARMY POLICY.

3.A.15. (U) WAIVERS

3.A.15.A. (U) WAIVERS WILL BE PROCESSED IAW ANNEX G.

3.A.15.B. (U) INDIVIDUALS DISQUALIFIED PURSUANT TO PARAGRAPH 3.A.4. AND 3.A.5. MAY BE CONSIDERED FOR A WAIVER IF THERE IS A COMPELLING GOVERNMENT INTEREST THAT DIRECTLY SUPPORTS WARFIGHTING CAPABILITIES TO INCLUDE SPECIAL EXPERIENCE, SPECIAL TRAINING, AND ADVANCED EDUCATION IN A HIGHLY TECHNICAL CAREER FIELD DESIGNATED AS MISSION CRITICAL AND

HARD TO FILL BY THE SECRETARY OF THE ARMY, IF SUCH EXPERIENCE, TRAINING, AND EDUCATION IS DIRECTLY RELATED TO THE OPERATIONAL NEEDS OF THE ARMY. THE INDIVIDUAL CONCERNED MUST MEET ALL THE FOLLOWING CRITERIA:

3.A.15.C. (U) THE INDIVIDUAL DEMONSTRATES 36 CONSECUTIVE MONTHS OF STABILITY IN THE INDIVIDUAL'S BIOLOGICAL SEX WITHOUT CLINICALLY SIGNIFICANT DISTRESS OR IMPAIRMENT IN SOCIAL, OCCUPATIONAL, OR OTHER IMPORTANT AREAS OF FUNCTIONING; AND

3.A.15.D. (U) THE INDIVIDUAL DEMONSTRATES THAT HE OR SHE HAS NEVER ATTEMPTED TO TRANSITION TO ANY OTHER SEX; AND

3.A.15.E. (U) THE INDIVIDUAL IS WILLING AND ABLE TO ADHERE TO ALL APPLICABLE STANDARDS ASSOCIATED WITH HIS OR HER BIOLOGICAL SEX.

3.A.15.F. (U) DISQUALIFIED APPLICANTS REQUESTING ENTRY INTO MILITARY

SERVICE MAY SUBMIT A WRITTEN WAIVER REQUEST FOR ACCESSION THROUGH THEIR RECRUITER TO SECRETARY OF THE ARMY (SECARMY) FOR CONSIDERATION.

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3.A.15.G. (U) WAIVER AUTHORITY FOR ACCESSION OR RETENTION IS WITHHELD TO THE SECARMY.

3.B. (U) CONCEPT OF OPERATIONS: IMPLEMENTATION OF THIS GUIDANCE WILL BE PHASED.

3.B.1. (U) PHASE I: VOLUNTARY SEPARATION AND IDENTIFICATION:

3.B.1.A. (U) PHASE I HAS TWO ASPECTS. PHASE IA INCLUDES VOLUNTARY SEPARATION AND PHASE IB INITIATES THE IDENTIFICATION OF INDIVIDUALS FOR INVOLUNTARY SEPARATION.

3.B.1.A.1. (U) PHASE IA: VOLUNTARY SEPARATIONS WILL BE RE-INITIATED EFFECTIVE 8 MAY 2025 AND WILL END 6 JUNE 2025 FOR ACTIVE-DUTY, RESERVE OR NATIONAL GUARD SOLDIERS WHEN IN A TITLE 10 STATUS OR ON ACTIVE-DUTY ORDERS FOR 30 OR MORE CONSECUTIVE DAYS. VOLUNTARY SEPARATIONS WILL BE RE-INITIATED EFFECTIVE 8 MAY 2025 AND WILL END 7 JULY 2025 FOR RESERVE OR NATIONAL GUARD SOLDIERS WHEN NOT IN A TITLE 10 STATUS OR ON ACTIVE-DUTY ORDERS FOR 30 OR MORE CONSECUTIVE DAYS.

3.B.1.A.2. (U) PHASE IB: INDIVIDUALS IDENTIFIED PURSUANT TO PARAGRAPH 3.A.4. OR 3.A.5. PRIOR TO PHASE II WILL BE ANNOTATED BY COMMANDERS FOR INVOLUNTARY SEPARATION IN PHASE II. NO INVOLUNTARY SEPARATIONS WILL BE INITIATED DURING PHASE I.

3.B.1.B. (U) APPLICANTS / ACCESSIONS

3.B.1.B.1. (U) FOR THE PURPOSE OF THIS ORDER THE TERM APPLICANT IS ANY INDIVIDUAL THAT HAS INITIATED ENTRY INTO THE ARMY BUT HAS NOT YET SIGNED ANY CONTRACT. FOR THE PURPOSE OF THIS ORDER THE TERM ACCESSION IS ANY INDIVIDUAL THAT HAS SIGNED A CONTRACT FOR SERVICE IN THE ARMY.

3.B.1.B.2. (U) APPLICANTS/ACCESSIONS FOR ARMY SERVICE AND INDIVIDUALS IN THE DELAYED TRAINING/ENTRY PROGRAM PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. ARE DISQUALIFIED FROM MILITARY SERVICE.

3.B.1.B.3. (U) APPLICANTS DISQUALIFIED PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. WILL NOT SHIP TO INITIAL ENTRY TRAINING AND WILL BE DISQUALIFIED AT THE MILITARY ENTRANCE PROCESSING STATION (MEPS).

3.B.1.B.4. (U) OFFERS TO INDIVIDUALS DISQUALIFIED PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. WILL BE RESCINDED EXCEPT WHERE THE INDIVIDUAL IS GRANTED A WAIVER. OFFERS INCLUDE BUT ARE NOT LIMITED TO ADMISSIONS TO THE UNITED STATES MILITARY ACADEMY (USMA) OR ARMY SENIOR

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RESERVE OFFICERS' TRAINING CORPS (SROTC) PROGRAMS, HEALTH PROFESSIONS SCHOLARSHIP PROGRAMS (HPSP), AND ARMY LEGAL PROGRAMS.

3.B.1.B.5. (U) CADETS DISQUALIFIED PURSUANT TO PARAGRAPHS 3.A.4. AND

3.A.5. ARE ENCOURAGED TO ELECT VOLUNTARY SEPARATION BEGINNING 8 MAY 2025 UNTIL 6 JUNE 2025. DISQUALIFIED CADETS WILL BE SEPARATED OR DISENROLLED FROM THE USMA PURSUANT TO AR 150-1, OR FROM THE SROTC PURSUANT TO AR 145-1, UNLESS GRANTED A WAIVER.

3.B.1.B.6. (U) SROTC CADETS OTHERWISE DISQUALIFIED PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. OF THIS GUIDANCE MAY STILL PARTICIPATE IN CLASSES THAT ARE OPEN TO ALL INDIVIDUALS AT THE COLLEGE OR UNIVERSITY

CONCERNED UNTIL SEPARATED OR DISENROLLED. USMA CADETS OTHERWISE DISQUALIFIED PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. OF THIS GUIDANCE MAY STILL PARTICIPATE IN CLASSES UNTIL SEPARATED.

3.B.1.B.7. (U) CADETS ENROLLED IN A SENIOR MILITARY COLLEGE MAY CONTINUE TO PARTICIPATE IN THE ADVANCED COURSE IF ATTENDANCE IN MILITARY SCIENCE COURSES IS A REQUIREMENT FOR GRADUATION AT THAT SCHOOL. UPON COMPLETION OF COURSEWORK AND SROTC PARTICIPATION, INDIVIDUALS WILL BE PRESENTED A DA FORM 134 (MILITARY TRAINING CERTIFICATE - RESERVE OFFICERS' TRAINING CORPS) FOR ANY SROTC TRAINING SUCCESSFULLY COMPLETED. THE FORM WILL BE ANNOTATED TO REFLECT THAT THE CERTIFICATE DOES NOT ENTITLE THE INDIVIDUAL TO A COMMISSION.

3.B.1.B.8. (U) ALL INDIVIDUALS ENROLLED OR PARTICIPATING IN THE SROTC/MILITARY ACADEMIES, WHETHER UNDER CONTRACT OR NOT CONTRACTED, WILL FOLLOW STANDARDS CONSISTENT WITH THE INDIVIDUAL'S BIOLOGICAL SEX.

3.B.1.B.9. (U) SROTC PARTICIPATING INDIVIDUALS WILL NOT CONTRACT OR BECOME DESIGNATED APPLICANTS WHERE A STANDARD OR REQUIREMENT REQUIRES

ADHERENCE TO PARAGRAPHS 3.A.4. AND 3.A.5. UNLESS GRANTED A WAIVER PURSUANT TO PARAGRAPH 3.A.13.

3.B.1.B.10. (U) ABSENT ANY OTHER BASIS FOR SEPARATION OR DISENROLLMENT, USMA AND SROTC CADETS WILL NOT BE SUBJECT TO MONETARY REPAYMENT OF EDUCATIONAL BENEFITS (I.E., RECOUPMENT) NOR SUBJECT TO COMPLETION OF A MILITARY SERVICE OBLIGATION.

3.B.1.B.11. (U) CADETS ENROLLED IN THE GREEN TO GOLD ACTIVE-DUTY OPTION WHO ARE DISQUALIFIED PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. WILL BE RELEASED FROM THE PROGRAM AND BE SEPARATED IAW ENLISTED SEPARATIONS.

3.B.1.C. (U) SOLDIERS (ALL REGULAR ARMY (RA), UNITED STATES ARMY RESERVES (USAR) AND ARMY NATIONAL GUARD (ARNG) ENLISTED, NON-COMMISSIONED OFFICERS, WARRANT OFFICERS AND COMMISSIONED OFFICERS.

3.B.1.C.1. (U) INDIVIDUALS DISQUALIFIED PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. ARE ENCOURAGED TO ELECT VOLUNTARY SEPARATION FROM MILITARY SERVICE. INDIVIDUALS WHO ELECT TO VOLUNTARILY SEPARATE WILL PROVIDE A

STATEMENT VERIFYING ELECTION OF VOLUNTARY SEPARATION (ANNEX A).

3.B.1.C.2. (U) MEDICAL VERIFICATION IS REQUIRED FOR INDIVIDUALS REQUESTING VOLUNTARY SEPARATION TO ESTABLISH THEY MEET THE SEPARATION

CRITERIA PURSUANT TO PARAGRAPHS 3.A.4. AND 3.A.5. A MEDICAL PROVIDER (MILITARY/CIVILIAN) WILL PROVIDE A MEDICAL VERIFICATION STATEMENT (ANNEX J) VERIFYING THE SOLDIER MEETS THE MEDICAL CRITERIA FOR SEPARATION OR RETIREMENT IN LIEU OF SEPARATION.

3.B.1.C.3. (U) ALL PACKETS FOR INDIVIDUALS WHO PREVIOUSLY SUBMITTED A VOLUNTARY SEPARATION PACKET PRIOR TO 26 MARCH 2025 UNDER THIS POLICY WILL CONTINUE PROCESSING IMMEDIATELY ONCE MEDICAL VERIFICATION IS CONFIRMED AND THE VERIFICATION MEMO IS UPLOADED INTO THE PREVIOUSLY SUBMITTED INTEGRATED PERSONNEL AND PAY SYSTEM-ARMY (IPPS-A) PERSONNEL

ACTION REQUEST (PAR) (ANNEX J).

3.B.1.C.4. (U) ACTIVE COMPONENT AND ACTIVE GUARD RESERVE (USAR AND ARNG) (AGR) SOLDIERS IDENTIFIED FOR SEPARATION, OR RETIREMENT IN LIEU

OF, WITH OVER 18 BUT LESS THAN 20 YEARS OF TOTAL ACTIVE-DUTY SERVICE ARE ELIGIBLE FOR EARLY RETIREMENT UNDER THE TEMPORARY EARLY RETIREMENT AUTHORITY (TERA) IAW DODI 1332.46. TERA AUTHORITY IS WITHHELD TO THE

ASA (M&RA). INDIVIDUALS WITH OVER 15 YEARS AND LESS THAN 18 YEARS (AFS) CAN REQUEST AN TERA ETP FOR CONSIDERATION. FURTHER GUIDANCE TO BE PUBLISHED IN A SUBSEQUENT FRAGO.

3.B.1.C.5. (U) ELECTION OF VOLUNTARY SEPARATION OR EARLY RETIREMENT UNDER TERA WILL BE MADE BY THE SOLDIER TO THE FIRST O-5 COMMANDER IN THE CHAIN OF COMMAND BY SUBMITTING A PAR IN IPPS-A. THOSE INDIVIDUALS AND COMMANDS THAT ARE NOT INTEGRATED TO IPPS-A, WILL SUBMIT THE ACTION THROUGH THE CHAIN OF COMMAND TO HRC (SEE ANNEX F). NO PROTECTED HEALTH INFORMATION (PHI) WILL BE UPLOADED TO IPPS-A.

3.B.1.C.6. (U) INDIVIDUALS WHO ELECT VOLUNTARY SEPARATION MAY BE ELIGIBLE FOR VOLUNTARY SEPARATION PAY IAW 10 U.S.C. 1175A AND DODI 1332.43 AT A RATE THAT IS TWICE THE AMOUNT THE SOLDIER WOULD HAVE BEEN ELIGIBLE FOR INVOLUNTARY SEPARATION PAY.

3.B.1.C.7. (U) INDIVIDUALS WHO ELECT TO VOLUNTARILY SEPARATE WILL NOT HAVE TO REPAY ANY BONUSES RECEIVED PRIOR TO 26 FEBRUARY 2025, EVEN IF THEY HAVE A REMAINING SERVICE OBLIGATION. ALL REMAINING MILITARY SERVICE OBLIGATIONS PURSUANT TO 10 U.S.C. 651 OR OTHER AUTHORITIES FOR INDIVIDUALS WHO ARE SEPARATED WILL BE WAIVED. THE ARMY MAY RECOUP ANY BONUS RECEIVED PRIOR TO 26 FEBRUARY 2025 WHO DO NOT ELECT VOLUNTARY SEPARATION.

3.B.1.C.8. (U) COMMANDERS WILL INITIATE VOLUNTARY SEPARATION IMMEDIATELY UPON NOTIFICATION BY THE SOLDIER IN ACCORDANCE WITH (IAW)

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THE FOLLOWING GUIDANCE:

3.B.1.C.9. (U) REGULAR ARMY (RA) AND ACTIVE GUARD RESERVE (AGR) OFFICERS WILL BE SEPARATED IAW AR 600-8-24, PARAGRAPH 3-5.

3.B.1.C.10. (U) ARNG AND USAR OFFICERS WILL BE SEPARATED IAW AR 135-175, PARAGRAPH 6-8.

3.B.1.C.11. (U) RA ENLISTED SOLDIERS WILL BE SEPARATED IAW AR 635-200, CHAPTER 15.

3.B.1.C.12. (U) ARNG AND USAR ENLISTED SOLDIERS WILL BE SEPARATED IAW AR 135-178, CHAPTER 13.

3.B.1.C.13. (U) ENLISTED SOLDIERS WILL BE PROCESSED FOR SEPARATION UNDER SECRETARIAL PLENARY AUTHORITY USING PROGRAM DESIGNATOR CODE JFF. OFFICERS WILL BE PROCESSED FOR SEPARATION ON THE BASIS THEIR CONTINUED SERVICE IS NOT CLEARLY CONSISTENT WITH THE INTERESTS OF NATIONAL SECURITY USING THE SEPARATION PROGRAM DESIGNATOR CODE JDK.

3.B.1.C.14. (U) INDIVIDUALS WHO ELECT VOLUNTARY SEPARATION WILL BE SEPARATED NO LATER THAN THE 1ST DAY OF THE 7TH MONTH AFTER NOTIFICATION TO THEIR COMMANDER. TRAINING AND DOCTRINE COMMAND (TRADOC) TRAINEES ARE EXEMPT FROM THIS REQUIREMENT.

3.B.2. (U) PHASE II: INVOLUNTARY SEPARATIONS.

3.B.2.A. (U) PHASE II WILL BEGIN 07 JUNE 2025 WITH THE START OF INVOLUNTARY SEPARATIONS FOR ACTIVE-DUTY, RESERVE OR NATIONAL GUARD SOLDIERS WHEN IN A TITLE 10 STATUS OR ON ACTIVE-DUTY ORDERS FOR 30 OR

MORE CONSECUTIVE DAYS. PHASE II WILL BEGIN 08 JULY 2025 WITH THE START OF INVOLUNTARY SEPARATIONS FOR RESERVE OR NATIONAL GUARD SOLDIERS WHEN NOT IN A TITLE 10 STATUS OR ON ACTIVE-DUTY ORDERS FOR 30 OR MORE CONSECUTIVE DAYS. PHASE II INCORPORATES IDENTIFICATIONS MADE DURING PHASE IB.

3.B.2.B. (U) ONCE IDENTIFIED, SOLDIERS WHO DID NOT ELECT VOLUNTARY SEPARATION DURING PHASE I WILL BE PROCESSED FOR INVOLUNTARY SEPARATION NLT 30 DAYS FROM IDENTIFICATION.

3.B.2.C. (U) SOLDIERS WILL BE SEPARATED IAW AR 635-200, AR 600-8-24, AR 135-178 OR 135-175.

3.B.2.D. (U) SOLDIERS WHO ARE INVOLUNTARILY SEPARATED MAY BE ELIGIBLE FOR INVOLUNTARY SEPARATION PAY IAW 10 U.S.C. 1175A AND DODI 1332.43.

3.B.2.E. (U) FURTHER GUIDANCE WILL BE PUBLISHED IN A SUBSEQUENT FRAGO ON IMPLEMENTING INVOLUNTARY SEPARATIONS PRIOR TO PHASE II.

3.C. (U) TASKS ARMY STAFF, SUBORDINATE UNITS AND REQUESTS FOR SUPPORT.

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3.C.1. (U) ALL ARMY ORGANIZATIONS.

3.C.1.A. (U) EFFECTIVE IMMEDIATELY, ALL ARMY ORGANIZATIONS WILL REIMPLEMNT GUIDANCE WITHIN THIS EXORD RELATED TO THE OFFICE OF SECRETARY OF DEFENSE GUIDANCE, "PRIORITIZING MILITARY EXCELLENCE AND READINESS." (REFERENCE C).

3.C.1.B. (U) HUMAN RESOURCES COMMAND (HRC) WILL DEVELOP A GENDER DYSPHORIA WEBSITE TO SERVE AS THE CENTRALIZED INFORMATION SOURCE FOR ALL PUBLISHED GUIDANCE.

3.C.1.C. (U) HRC WILL ASSIST COMMANDS WITH OVERSIGHT AND MANAGEMENT FOR UPDATING PERSONAL RECORDS AND SYSTEMS TO REFLECT BIOLOGICAL SEX FOR ALL INDIVIDUALS.

3.C.1.D. (U) HRC WILL ASSIST COMMANDS WITH OVERSIGHT AND MANAGEMENT OF SEPARATION AND RETIREMENT CODING FOR TRANSITIONING INDIVIDUALS.

3.D. (U) COORDINATING INSTRUCTIONS.

3.D.1. (U) ARMY COMMANDS, ARMY SERVICE COMPONENT COMMANDS, AND DIRECT REPORTING UNITS, WILL PROVIDE REPORTS TO HQDA NLT THE 5TH OF EACH MONTH STARTING 01 JUNE 2025. REPORTS WILL BE PROVIDED TO THE POC AT 5.A. (ANNEX I).

3.D.2. (U) INDIVIDUALS DISQUALIFIED FROM SERVICE UNDER THIS POLICY MAY SEEK LEGAL ASSISTANCE.

4. (U) SUSTAINMENT. NOT USED

5. (U) COMMAND AND SIGNAL.

5.A. (U) HQDA POC FOR THIS MESSAGE, SERVICE CENTRAL COORDINATION CELL (SCCC), AVAILABLE AT: USARMY.PENTAGON.HQDA-DCS-G-1.MBX.SCCC@ARMY.MIL

6. (U) THE EXPIRATION DATE OF THIS FRAGO COINCIDES WITH THE EXPIRATION DATE OF HQDA EXORD 175-25 ON 30 SEPTEMBER 2025, UNLESS FORMALLY RESCINDED, SUPERSEDED OR MODIFIED.

ATTACHMENTS:

[ADD] ANNEX A - INDIVIDUAL MEMO.

[DELETED] ANNEX B.

[DELETED] ANNEX C.

[DELETED] ANNEX D.

[ADD] ANNEX E - COMMANDER AND USAREC TALKING POINTS.

[ADD] ANNEX F - GD SEPARATION PROCESS.

[ADD] ANNEX G - GD WAIVER REQUEST.

[ADD] ANNEX H - GD SEPARATION BENEFITS OVERVIEW.

ANNEX I - GD REPORTING TEMPLATE. (TBP)

[ADD] ANNEX J - MEDICAL VERIFICATION MEMO.

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