



DEPARTMENT OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
(MANPOWER AND RESERVE AFFAIRS)
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WASHINGTON, D.C. 20350-1000

JUN 03 2025

MEMORANDUM FOR CHIEF OF NAVAL PERSONNEL
DEPUTY COMMANDANT OF THE MARINE CORPS
(MANPOWER AND RESERVE AFFAIRS)
SURGEON GENERAL OF THE NAVY

SUBJECT: Additional Direction Concerning Voluntary Separation Under ALNAV 038/25

- References: (a) ALNAV 038/25 "Implementing Policy on Prioritizing Military Excellence and Readiness" (May 12, 2025)
(b) Performing the Duties of the Under Secretary of Defense for Personnel and Readiness Memorandum, "Prioritizing Military Excellence and Readiness: Implementation Guidance" (May 15, 2025)
(c) Performing the Duties of the Under Secretary of Defense for Personnel and Readiness Memorandum, "Prioritizing Military Excellence and Readiness: Military Department Identification" (March 21, 2025)
(d) Performing the Duties of the Under Secretary of Defense for Personnel and Readiness Memorandum, "Additional Guidance on Prioritizing Military Excellence and Readiness" (February 26, 2025)
(e) SECNAVINST 1000.11A, "Service of Transgender Sailors and Marines" (June 27, 2023)

This memorandum provides additional direction concerning voluntary separation of Service members¹ who have a current diagnosis or history of, or exhibit symptoms consistent with², gender dysphoria, in accordance with reference (a).

Eligibility for Voluntary Separation

In accordance with reference (b), the Navy and Marine Corps will conduct medical verification for Service members requesting voluntary separation to determine whether they meet the criteria of a current diagnosis or history of, or exhibiting symptoms consistent with, gender dysphoria. This verification will be conducted in coordination with the Bureau of Medicine and Surgery.

A documented current diagnosis or history of gender dysphoria, or attestation from an appropriate medical provider that the individual exhibits symptoms consistent with gender dysphoria is sufficient to constitute a diagnosis in accordance with reference (c) and shall constitute appropriate medical verification. In accordance with reference (d), Service members

¹ In accordance with reference (c), for the purposes of this memorandum, "Service member" includes midshipmen admitted to or enrolled in the United States Naval Academy or the Naval Reserve Officers' Training Corps.

² In accordance with reference (c), for the purposes of this memorandum, "exhibit symptoms consistent with gender dysphoria" refers to the diagnostic criteria outlined in the Diagnostic and Statistical Manual of Mental Disorders. This language applies only to individuals who exhibit such symptoms as would be sufficient to constitute a diagnosis (i.e., a marked incongruence and clinically significant distress or impairment for at least six months).

may consult with a DoD healthcare provider concerning a diagnosis of gender dysphoria and receive mental health counseling for a diagnosis of gender dysphoria. Reserve Component members may submit similar documentation from an appropriate licensed civilian medical provider.

If medical verification of a diagnosis or history of gender dysphoria was performed as part of a request for an exception to policy under reference (e), then further medical verification is not required prior to forwarding as outlined below.

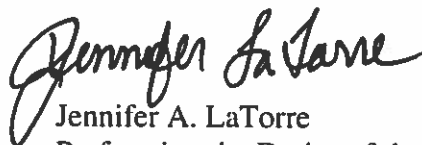
After medical verification determines the Service member meets the eligibility criteria, the Chief of Naval Personnel or the Deputy Commandant of the Marine Corps (Manpower and Reserve Affairs) shall forward requests for voluntary separation to the Secretary of the Navy via the Assistant Secretary of the Navy (Manpower and Reserve Affairs) with a forwarding memorandum stating the manner in which medical verification was performed.

Eligibility for Early Retirement

Reference (d) authorizes early retirement under Temporary Early Retirement Authority for Service members with over 18 years but less than 20 years of total active-duty service. Service members with over 15 years but less than 18 years of total active-duty service may request the Under Secretary of Defense (Personnel and Readiness) approve an exception to policy to reference (d) authorizing early retirement. Such requests shall be routed to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) from the Chief of Naval Personnel or the Deputy Commandant of the Marine Corps (Manpower and Reserve Affairs).

My point of contact for this matter is Mr. Zach Graham, Director of Military Personnel Policy, at zachary.s.graham5.civ@us.navy.mil or 703-693-5529.

Thank you for your attention to this matter.



Jennifer A. LaTorre
Performing the Duties of the Assistant Secretary
of the Navy (Manpower and Reserve Affairs)