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PAGE 1 OF 12

## HQDA EXORD 175-25 (FRAGO 5) IMPLEMENTATION GUIDANCE FOR

**Originator:** HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC

**TOR:** 11/18/2025 17:11:07

**DTG:** 181701Z Nov 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, CDRUSACYBER FT GORDON GA, CDRUSAEIGHT G3 CUROPS SEOUL KOR, CDRUSAEIGHT SEOUL KOR, CDRUSAMEDCOM FT SAM HOUSTON TX, CDRUSARC G33 READ FT BRAGG NC, 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 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 ARMY STAFF WASHINGTON DC, HQDA CSA WASHINGTON DC

**Attachments:** HQDA EXORD 175-25 (FRAGO 5) Annex M - Medical FAQs (Final).docx, HQDA EXORD 175-25 (FRAGO 5) Annex Q - TERA Request Intent (Final).docx

PAAUZATZ RUIAAAA2855 3221710-UUUU--RUIAAAA RUEADWD.  
ZNR UUUUU  
P 181701Z NOV 25  
FM HQDA AOC DAMO ODO OPS AND CONT PLANS 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  
RUIAAAA/CDR USASOC FT BRAGG NC  
RUIAAAA/CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC  
RUIAAAA/CDRAMC REDSTONE ARSENAL AL

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PAGE 2 OF 12

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/CDRUSACYBER FT GORDON GA  
RUIAAAA/CDRUSAEIGHT G3 CUOPS SEOUL KOR  
RUIAAAA/CDRUSAEIGHT SEOUL KOR  
RUIAAAA/CDRUSAMEDCOM FT SAM HOUSTON TX  
RUIAAAA/CDRUSARC G33 READ FT BRAGG NC  
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 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  
INFO RUIAAAA/HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC  
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RUIAAAA/HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC  
RUEADWD/HQDA ARMY STAFF WASHINGTON DC  
RUEADWD/HQDA CSA WASHINGTON DC

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SUBJ/HQDA EXORD 175-25 (FRAGO 5) IMPLEMENTATION GUIDANCE FOR  
EXECUTIVE ORDER (EO) 14183: "PRIORITIZING MILITARY EXCELLENCE AND  
READINESS"

UNCLASSIFIED//

(U) SUBJECT: FRAGO 5 TO HQDA EXORD 175-25 IMPLEMENTATION GUIDANCE FOR

EXECUTIVE ORDER (EO) 14183: "PRIORITIZING MILITARY EXCELLENCE AND  
READINESS"//

(U) REFERENCES:

REF//A/ THROUGH REF//N/ NO CHANGE.

REF//O/ (U) [ADD] FRAGO 4 TO HQDA EXORD 175-25 IMPLEMENTATION  
GUIDANCE

FOR EXECUTIVE ORDER (EO) 14183: "PRIORITIZING MILITARY EXCELLENCE AND

UNCLAS

READINESS". DTG: 222013Z JUL 25//  
REF//P/ (U) [ADD] OFFICE OF THE UNDERSECRETARY OF WAR MEMORANDUM,  
"PRIORITIZING MILITARY EXCELLENCE AND READINESS: ADDITIONAL  
IMPLEMENTATION GUIDANCE ON ADMINISTRATIVE SEPARATIONS, DATED 08  
OCTOBER 25//

NARR//(U) THIS IS FRAGO 5 TO HQDA EXORD 175-25 IMPLEMENTATION  
GUIDANCE  
FOR EXECUTIVE ORDER (EO) 14183: PRIORITIZING MILITARY EXCELLENCE AND  
READINESS" PROVIDES UPDATED GUIDANCE AND EXTENDS THE EXPIRATION DATE  
OF HQDA EXORD 175-25 TO 30 SEPTEMBER 2030//

1. (U) SITUATION. NO CHANGE.

2. (U) MISSION. NO CHANGE.

3. (U) EXECUTION. NO CHANGE.

3.A. (U) INTENT.

3.A.1. THROUGH 3.A.5. NO CHANGE.

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

3.A.6.A. (U) [RESTATED] COMMANDERS WILL VERIFY AND ANNOTATE WITHIN  
ALL SEPARATION ACTIONS THAT THE INDIVIDUAL BEING SEPARATED HAS HAD  
THEIR RECORDS UPDATED WITHIN IPSPS-A TO REFLECT BIOLOGICAL SEX. AT A  
MINIMUM, COMMANDERS WILL ENSURE THAT THE INDIVIDUAL'S PERSONAL  
PROFILE  
DATA REFLECTS THE BIOLOGICAL SEX. THE SOLDIER TALENT PROFILE (STP)  
WILL BE PROVIDED AS SUPPORTING DOCUMENTATION WITHIN THE SEPARATION  
ACTION. SEE ANNEX O (SEPARATIONS CHECKLIST) FOR FULL LIST OF REQUIRED  
DOCUMENTATION.

3.A.7. THROUGH 3.A.9. NO CHANGE.

3.A.10. (U) [RESTATED] THE PRIMARY MEANS OF IDENTIFYING INDIVIDUALS  
FOR INVOLUNTARY SEPARATION WILL BE THROUGH AN INDIVIDUAL MEDICAL  
READINESS (IMR) ASSESSMENT SUCH AS THE ANNUAL PERIODIC HEALTH  
ASSESSMENT (PHA) OR SOLDIER READINESS PROCESS(SRP). THE FIRST O5  
COMMANDER WILL DIRECT AN IMR REVIEW WHEN THEY HAVE PERSONAL KNOWLEDGE

OF INDIVIDUALS WITH GENDER DYSPHORIA. SUBORDINATE COMMANDERS MAY  
COORDINATE WITH THE FIRST O5 COMMANDER IN THEIR UNIT TO ASSIST WITH  
DIRECTING THE IMR FOR THOSE INDIVIDUALS WHO ARE DISQUALIFIED FOR  
MILITARY SERVICE.

3.A.10.A. (U) [RESTATED] COMMANDERS WILL NOT CONDUCT MASS DIRECTED  
SRP/PHA EVENTS FOR UNIT PERSONNEL FOR THE SOLE INTENT OF IDENTIFYING  
INDIVIDUALS WITH GENDER DYSPHORIA, AND COMMANDERS WILL NOT QUERY  
SUPPORTING MEDICAL PROVIDERS OR BEHAVIORAL HEALTH SPECIALISTS FOR  
CONSOLIDATED INFORMATION ABOUT THEIR UNIT PERSONNEL. COMMANDERS WILL  
NOT SUBMIT INDIVIDUALIZED COMMAND-DIRECTED BEHAVIORAL HEALTH CONSULTS

FOR THE PURPOSES OF CONFIRMATION OF THE GENDER DYSPHORIA DIAGNOSIS  
UNLESS THE COMMANDER HAS PERSONAL KNOWLEDGE. THE COMMANDER MAY FOLLOW

UP WITH THE MEDICAL PROVIDER TO DISCUSS THE INDIVIDUAL'S MEDICAL READINESS STATUS IN THE EVENT THAT IT IS NOT COMMUNICATED THROUGH THE PROFILING SYSTEM.

3.A.10.B. (U) [CHANGE TO READ] BEHAVIORAL HEALTH OFFICERS AND BEHAVIORAL HEALTH DEPARTMENT PROVIDERS (PSYCHIATRISTS, PSYCHOLOGISTS, SOCIAL WORKERS, AND PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONERS) ARE NOT AUTHORIZED AS SIGNATURE AUTHORITIES FOR THE GENDER DYSPHORIA MEDICAL VERIFICATION MEMO. SEE ANNEX M FOR AUTHORIZED MEDICAL PROVIDERS FOR MEDICAL VERIFICATION. UPON COMMANDER'S VERIFICATION FROM THE MEDICAL PROVIDER THAT THE INDIVIDUAL MEETS THE CRITERIA FOR SEPARATION, THE FIRST O5 COMMANDER WILL NOTIFY THE INDIVIDUAL OF DISQUALIFICATION FROM SERVICE AND INITIATE SEPARATION. COMMANDERS SHOULD PROVIDE THIS NOTIFICATION UTILIZING THE TEMPLATE IN ANNEX P (COMMANDER'S MEMO).

3.A.10.C. (U) [CHANGED TO READ] THE SOLDIER DOES NOT NEED TO BE PRESENT FOR A CREDENTIALLED PROVIDER TO CONDUCT AN IMR REVIEW. UPON MEDICAL VERIFICATION, THE SEPARATION ACTION WILL INITIATE WITHIN IPPS-  
A.

3.A.11. NO CHANGE.

3.A.12. (U) MEDICAL.

3.A.12.A. NO CHANGE.

3.A.14.B. NO CHANGE.

3.A.12.C. (U) [RESTATED FROM FRAGO 2] PERSONAL KNOWLEDGE WILL BE BASED ON ONE OR MORE 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 2021-22; (3) AN INDIVIDUAL'S OPEN OR OVERT CONDUCT OR STATEMENTS REGARDING THE SOLDIER'S GENDER DYSPHORIA IN THE UNIT OR IN PUBLIC, INCLUDING ON SOCIAL MEDIA, THAT THE SOLDIER'S COMMANDER HAS OBSERVED OR IS AWARE OF; OR (4) AN INDIVIDUAL'S PRIVATE CONVERSATION WITH THE SOLDIER'S COMMANDER DISCLOSING THE SOLDIER'S GENDER DYSPHORIA.

3.A.12.D. THROUGH 3.A.12.F. NO CHANGE.

3.A.12.G. (U) [CHANGE TO READ] EFFECTIVE 30 JUNE 2025, MEDPROS NOW HOSTS AN UPDATED DD FORM 3024 PERIODIC HEALTH ASSESSMENT (PHA) TO INCLUDE QUESTIONS ABOUT GENDER DYSPHORIA. 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 UTILIZING THE TEMPLATE AT ANNEX J AND PROVIDE IT TO THE SOLDIER'S COMMANDER.

3.A.12.G.1. (U) [CHANGE TO READ] MEDICAL PROVIDERS WHO ARE ASKED TO PERFORM AN IMR REVIEW MAY UTILIZE THE ATTACHED GENDER DYSPHORIA CLINICAL DECISION SUPPORT TOOL (ANNEX K) THAT OUTLINES CRITERIA FOR

THE DIAGNOSIS OF GENDER DYSPHORIA. IF UNCERTAINTY REMAINS AFTER REVIEW OF THE MEDICAL DOCUMENTATION AND DISCUSSION WITH THE INDIVIDUAL, THEN THE PROVIDER MAY REFER THE INDIVIDUAL TO A BEHAVIORAL HEALTH PROVIDER FOR DIAGNOSTIC CLARIFICATION. FOR THE PURPOSES OF THIS FRAGO, MEDICAL PROVIDERS WHO MAY PERFORM THE IMR REVIEW CONSIST OF THE FOLLOWING PERSONNEL OR EQUIVALENT: PHYSICIAN, NURSE PRACTITIONER (NP), OR PHYSICIAN ASSISTANT (PA) CREDENTIALLED TO PERFORM SOLDIER MEDICAL READINESS ASSESSMENTS. BEHAVIORAL HEALTH OFFICERS AND BEHAVIORAL HEALTH DEPARTMENT PROVIDERS (PSYCHIATRISTS, PSYCHOLOGISTS, SOCIAL WORKERS, AND PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONERS) ARE NOT AUTHORIZED AS SIGNATURE AUTHORITIES FOR THE GENDER DYSPHORIA MEDICAL VERIFICATION MEMO. THE MEDICAL PROVIDER CAN BE EITHER MILITARY OR CIVILIAN. SEE ANNEX M FOR AUTHORIZED MEDICAL PROVIDERS FOR MEDICAL VERIFICATION.

3.A.12.G.2. (U) [RESTATED] WHEN A GENDER DYSPHORIA DIAGNOSIS IS DOCUMENTED IN THE ELECTRONIC HEALTH RECORD, THE MEDICAL PROVIDER WILL FOLLOW GUIDANCE PURSUANT TO 3.A.12.G. THE INFORMATION SHARED IN THE PROFILE WILL FOLLOW THE MINIMUM NECESSARY RULE IAW DOD MANUAL 6025.18 AND WILL NOTE THAT THE SERVICE MEMBER IS NON-DEPLOYABLE IAW REFERENCE AR 40-502.

3.A.12.H. THROUGH 3.A.14.M. NO CHANGE.

3.A.12.N. (U) [CHANGE TO READ] 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. FOR CASES PROPERLY REFERRED TO DES FOR REVIEW OF A CO-MORBIDITY OR OTHER QUALIFYING CONDITION, DES PROCESSING TAKES PRECEDENCE OVER VOLUNTARY AND INVOLUNTARY SEPARATION PROCESSING.

3.A.12.N.1. NO CHANGE.

3.A.13. (U) INTIMATE SPACES. NO CHANGE.

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

3.A.14.A. NO CHANGE.

3.A.14.B. NO CHANGE.

3.A.14.C. (U) [CHANGE TO READ]. SEPARATION AUTHORITY FOR REGULAR ARMY (RA), UNITED STATES ARMY RESERVES (USAR) AND NATIONAL GUARD ENLISTED PERSONNEL FOR ALL PHASES RESIDES WITH THE SECRETARY OF THE ARMY OR HIS DESIGNEE. NATIONAL GUARD OFFICER SEPARATION AUTHORITY FOR ALL PHASES IS HELD AT THE NATIONAL GUARD BUREAU. CONSISTENT WITH OSD POLICY, THE OFFICIAL APPROVING SEPARATIONS UNDER THIS POLICY MUST BE PRESIDENTIALLY APPOINTED, SENATE-CONFIRMED.

3.A.14.D. THROUGH 3.A.14.K. NO CHANGE.

3.A.14.L. (U) [RESTATED] 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. THROUGH 3.A.14.S. NO CHANGE.

3.A.15. (U) WAIVERS.

3.A.15.A. NO CHANGE.

3.A.15.B. NO CHANGE.

3.A.15.C. (U) [RESTATED] 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) [CHANGE TO READ] THE INDIVIDUAL DEMONSTRATES THAT HE OR SHE HAS NEVER ATTEMPTED TO TRANSITION TO ANY OTHER SEX. AN ATTEMPT TO

TRANSITION IS ANY DOCUMENTED PLAN OR ACTIONS DIRECTED TOWARDS LIVING CONSISTENTLY AS THE PREFERRED SEX. THIS INCLUDES MEDICAL INTERVENTIONS SUCH AS GENDER AFFIRMING SURGERY, VOICE THERAPY, AND MEDICATIONS. IT ALSO INCLUDES SOCIAL INTERVENTIONS SUCH AS NAME CHANGES AND REAL-LIFE EXPERIENCE LIVING AS THE PREFERRED GENDER; AND

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

3.A.15.F. (U) [RESTATED] 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.

3.A.15.G. (U) [RESTATED] 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. NO CHANGE.

3.B.1.A.1. NO CHANGE.

3.B.1.A.2. NO CHANGE.

3.B.1.B. (U) APPLICANTS / ACCESSIONS. NO CHANGE.

3.B.1.B.1. THROUGH 3.B.1.B.11. NO CHANGE.

3.B.1.B.12. (U) [ADD] SOLDIER MEMOS WILL BE REQUIRED FOR ALL TERA REQUESTS AND WILL INCLUDE LANGUAGE INDICATING THE SOLDIER UNDERSTANDS

THAT IF THEIR TERA REQUEST IS NOT APPROVED, THE APPLICABLE SEPARATION

ACTION UNDER THE EXORD WILL PROCEED FORWARD FOR PROCESSING, BASED ON THE DATE THE TERA REQUEST WAS SUBMITTED. SEE ANNEX Q FOR AN EXAMPLE OF

A TERA REQUEST INTENT MEMO.

3.B.1.C. (U) [RESTATED] SOLDIERS (ALL REGULAR ARMY [RA], UNITED STATES ARMY RESERVE [USAR] AND ARMY NATIONAL GUARD [ARNG] ENLISTED, NONCOMMISSIONED OFFICERS, WARRANT OFFICERS AND COMMISSIONED OFFICERS).

3.B.1.C.1. THROUGH 3.B.1.C.3. NO CHANGE.

3.B.1.C.4. (U) [RESTATED] INDIVIDUALS REQUESTING RETIREMENT IN LIEU OF SEPARATION MUST HAVE 20 YEARS OF SERVICE PRIOR TO 01 JANUARY 2026.

3.B.1.C.5. THROUGH 3.B.1.C.12. NO CHANGE.

3.B.1.C.13. (U) [CHANGE TO READ] ALL SOLDIERS WILL BE PROCESSED FOR VOLUNTARY SEPARATION USING PROGRAM DESIGNATOR CODE KFF.

3.B.1.C.14. (U) [CHANGE TO READ] INDIVIDUALS WHO ELECT VOLUNTARY SEPARATION WILL BE SEPARATED NO LATER THAN THE 1ST DAY OF THE 7TH MONTH FROM THE END OF PHASE I (01 JANUARY 2026). THE UNITED STATES ARMY TRANSFORMATION AND TRAINING COMMAND(T2COM) TRAINEES ARE EXEMPT FROM THIS REQUIREMENT.

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

3.B.2.A. (U) [CHANGE TO READ]. PHASE II (INVOLUNTARY SEPARATIONS) BEGAN 07 JUNE 2025 FOR REGULAR ARMY, RESERVE OR NATIONAL GUARD SOLDIERS WHEN IN A TITLE 10 STATUS OR ON ACTIVE-DUTY ORDERS FOR 30 OR

MORE CONSECUTIVE DAYS. PHASE II (INVOLUNTARY SEPARATIONS) BEGAN 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. [RESTATED]. ONCE IDENTIFIED, SOLDIERS WHO DID NOT PREVIOUSLY ELECT VOLUNTARY SEPARATION DURING PHASE I WILL BE PROCESSED FOR INVOLUNTARY SEPARATION NLT 30 DAYS FROM IDENTIFICATION AND MEDICAL VERIFICATION.

3.B.2.C. (U) [CHANGE TO READ]. SOLDIERS WILL BE PROCESSED FOR SEPARATION IAW AR 635-200, AR 600-8-24, AR 135-178 OR 135-175.

3.B.2.D. (U) [RESTATED]. SOLDIERS WHO ARE INVOLUNTARILY SEPARATED MAY BE ELIGIBLE FOR INVOLUNTARY SEPARATION PAY IAW 10 U.S.C. 1174 AND DODI 1332.29.

3.B.2.E. [DELETED].

3.B.2.F. (U) [RESTATED] COMMANDERS MUST INCLUDE THE REQUIRED DOCUMENTS WITH ALL SEPARATION PACKETS IN ACCORDANCE WITH EXISTING ARMY POLICY. A CHECKLIST OF REQUIRED DOCUMENTS IS INCLUDED IN ANNEX O.

3.B.2.G. (U) [RESTATED] COMMANDERS MUST CONSULT WITH THEIR SERVICING LEGAL OFFICE WITH REGARD TO ALL SEPARATION ACTIONS DURING PHASE II.

3.B.2.H. (U) [ADD] ALL INVOLUNTARY SEPARATION ACTIONS MUST INCLUDE A STATEMENT THAT THE INDIVIDUAL HAS COMPORTED TO THEIR BIOLOGICAL SEX IN ALL MATTERS, TO INCLUDE ADMINISTRATIVE SYSTEMS. COMMANDER SHOULD PROVIDE THIS DOCUMENTATION IN ANNEX P (COMMANDER'S MEMO).

3.B.2.I. (U) [CHANGE TO READ] A SOLDIER WHO IS NOTIFIED AS A RESPONDENT IS ENTITLED TO A BOARD HEARING, UPON REQUEST. BOARD HEARINGS WILL COMPLY WITH IMPLEMENTATION GUIDANCE IN REFERENCE O. A RESPONDENT REFERS TO A SOLDIER THAT HAS BEEN COMMAND NOTIFIED THAT THEY ARE BEING INVOLUNTARILY SEPARATED FOR GENDER DYSPHORIA. ALL BOARDS WILL ONLY MAKE FINDINGS ABOUT WHETHER A RESPONDENT HAS A DIAGNOSIS, HISTORY OF, OR EXHIBITS SYMPTOMS CONSISTENT WITH GENDER DYSPHORIA. ALL BOARDS WILL ADHERE TO THE FOLLOWING APPROPRIATE ARMY REGULATION:

3.B.2.I.1. (U) [RESTATED] REGULAR ARMY (RA) OFFICERS WILL BE SEPARATED IAW AR 600-8-24.

3.B.2.I.2. (U) [RESTATED] ARNG AND USAR OFFICERS WILL BE SEPARATED IAW AR 600-8-24, AR 135-175 AND NGB 635-101 AS APPLICABLE.

3.B.2.I.3. (U) [RESTATED] RA ENLISTED SOLDIERS WILL BE SEPARATED IAW AR 635-200.

3.B.2.I.4. (U) [RESTATED] ARNG AND USAR ENLISTED SOLDIERS WILL BE SEPARATED IAW AR 635-200 OR AR 135-178 AS APPLICABLE.

3.B.2.J. (U) [RESTATED] COMMANDERS WILL COUNSEL INDIVIDUALS ON THEIR RIGHT TO A BOARD AND DOCUMENT THE INDIVIDUAL'S CONSENT (OR WAIVER) OF A BOARD WITHIN THE SEPARATION ACTION. THIS ANNOTATION WILL BE INCLUDED ON ANNEX P (COMMANDER'S MEMO).

3.B.2.K. (U) [CHANGE TO READ] BOARD MEMBER COMPOSITION AND APPOINTMENTS WILL BE CONSISTENT WITH EXISTING ARMY POLICY, TO INCLUDE THE AUTHORITIES IDENTIFIED IN PARAGRAPH 3.B.2.I.1. THROUGH 3.B.2.I.4.

BOARD MEMBERS WILL BE FAMILIAR WITH THE POLICIES LISTED IN THE REFERENCE SECTION OF REFERENCE O.

3.B.2.K.1. (U) [ADD] IN ACCORDANCE WITH REFERENCE O, BOARD APPOINTING AUTHORITIES WILL DIRECT THAT ADMINISTRATIVE SEPARATION BOARDS AND BOARDS OF INQUIRY ARE CONDUCTED IN A CLOSED SETTING AND NOT OPEN TO

THE PUBLIC. IN THE ABSENCE OF SPECIFIC GUIDANCE BY THE BOARD APPOINTING AUTHORITY, THE BOARD PRESIDENT, IN CONSULTATION WITH THEIR

LEGAL ADVISOR, ARE AUTHORIZED TO DETERMINE THE REASONABLE NUMBER OF COUNSEL THAT MAY ATTEND A SEPARATION BOARD TO REPRESENT A RESPONDENT DURING IN-PERSON PROCEEDINGS.

3.B.2.K.2. (U) [ADD] STAFF JUDGE ADVOCATES (SJAS), OR LEGAL OFFICE EQUIVALENT, WILL SELECT A JUDGE ADVOCATE (JA) TO SERVE AS THE LEGAL ADVISOR TO THE BOARD PRESIDENT AND A SEPARATE JA TO SERVE AS THE BOARD RECORDER BASED ON THE INDIVIDUAL'S EDUCATION, EXPERIENCE, AND TEMPERAMENT. THE SJA OR EQUIVALENT WILL APPOINT AN ASSISTANT RECORDER, IF APPROPRIATE, UTILIZING THE SAME CRITERIA. LEGAL OFFICES FACILITATING INVOLUNTARY SEPARATION BOARD HEARINGS WILL ENSURE JAS ASSIGNED TO SERVE AS LEGAL ADVISOR/BOARD RECORDER(S) RECEIVE TRAINING

AS DEEMED APPROPRIATE BY THEIR RESPECTIVE CHAIN OF COMMAND. USE OF THESE SPECIALLY SELECTED JAS WILL ENSURE CONSISTENCY IN BOARD PROCEDURES, ACCURACY IN REPORTING BOARD RESULTS, AND THE LEGAL INTEGRITY OF BOARD PROCEEDINGS. NO LATER THAN SEVEN CALENDAR DAYS AFTER PUBLICATION OF THIS FRAGO, LEGAL OFFICES WILL PROVIDE OTJAG ADMINISTRATIVE LAW DIVISION (ALD) WITH THE FOLLOWING INFORMATION BY EMAILING USARMY.PENTAGON.HQDA-OTJAG.MBX.P-LAW@ARMY.MIL: RESPONDENT'S NAME AND RESPONDENT'S UNIT OF ASSIGNMENT, LEGAL ADVISOR/BOARD RECORDER'S NAME, AND LEGAL ADVISOR/BOARD RECORDER'S CONTACT PHONE/EMAIL. OTJAG ALD WILL PROVIDE TECHNICAL CHANNEL ADVICE TO LEGAL

ADVISORS/BOARD RECORDER(S). ONLY JAS SELECTED BY THEIR SJA ARE AUTHORIZED TO PERFORM DUTIES AS LEGAL ADVISOR OR RECORDER FOR BOARD HEARINGS INITIATED PURSUANT TO THIS EXORD.

3.B.2.L. [DELETED].

3.B.2.M. (U) [ADD] BOARD LEGAL ADVISORS WILL UNDERSTAND THEIR RESPONSIBILITIES OUTLINED IN APPLICABLE ARMY REGULATIONS AND THOSE RESPONSIBILITIES SPECIFIED IN REFERENCE O.

3.B.2.N. (U) [ADD] BOARD RECORDERS WILL UNDERSTAND THEIR RESPONSIBILITIES OUTLINED IN APPLICABLE ARMY REGULATIONS AND THOSE RESPONSIBILITIES SPECIFIED IN REFERENCE O.

3.B.2.O. (U) [ADD] DETAILED COUNSEL FOR THE RESPONDENT WILL CONSULT WITH THEIR SUPERVISORY OR TECHNICAL CHANNEL FOR APPROPRIATE ADMINISTRATIVE SUPPORT, RESOURCES, AND INFORMATION ON THE RELEVANT AUTHORITIES, BOARD PROCESSES, AND THE RIGHTS AND OBLIGATIONS OF THEIR CLIENTS.

3.B.2.P. (U) [ADD] ALL ADMINISTRATIVE SEPARATION BOARDS AND BOARDS OF INQUIRY WILL USE THE STANDARDIZED FINDINGS AND RECOMMENDATIONS WORKSHEET INCLUDED AS AN ATTACHMENT WITHIN REFERENCE O.

3.B.2.Q. (U) [ADD] COMMANDERS WILL ENSURE THE BOARD FINDING, RECOMMENDATION(S), AND OTHER REQUIRED DOCUMENTS ARE FORWARDED THROUGH APPROPRIATE CHANNELS TO HQDA FOR ACTION. THE SECRETARY OF THE ARMY OR HIS DESIGNEE IS THE SEPARATION AUTHORITY FOR ALL INVOLUNTARY SEPARATIONS.

# UNCLAS

PAGE 10 OF 12

3.B.2.R. (U) [ADD] SOLDIERS UNDERGOING INVOLUNTARY SEPARATION WILL, IF APPLICABLE, SUBMIT RETENTION WAIVERS WITHIN THE TIMELINES PRESCRIBED IN REFERENCE O.

3.B.2.S. (U) [ADD] ENLISTED SOLDIERS WILL BE PROCESSED FOR INVOLUNTARY SEPARATION UNDER SECRETARIAL PLENARY AUTHORITY USING PROGRAM DESIGNATOR CODE JFF. OFFICERS WILL BE PROCESSED FOR INVOLUNTARY SEPARATION ON THE BASIS THEIR CONTINUED SERVICE IS NOT CLEARLY IN THE INTERESTS OF NATIONAL SECURITY USING THE SEPARATION PROGRAM DESIGNATOR CODE JDK.

3.B.2.T. (U) [ADD] INDIVIDUALS APPROVED FOR INVOLUNTARY SEPARATION WILL BE SEPARATED NO LATER THAN THE 1ST DAY OF THE 7TH MONTH FROM THE INITIATION OF THE SEPARATION REQUEST WITHIN IPPS-A.

3.B.2.U. (U) [ADD] REGULAR ARMY INVOLUNTARY SEPARATIONS WILL BE PROCESSED IN IPPS-A BY UTILIZING THE FOLLOWING UDL: ID 00000000126416, UDL LIST NAME: AC\_HRC\_EXORD\_175-25 INVOLUNTARY SEPARATION. ARMY RESERVE GD ACTIONS (VOLUNTARY AND INVOLUNTARY) UDL FOR TPU ENLISTED: ID 00000000123605, UDL LIST NAME: USARC\_OPORD\_25-037\_VOL\_SEP\_ENL. FOR TPU OFFICERS: ID 00000000123834, UDL LIST NAME:

USARC\_OPORD\_25-037\_VOL\_SEP\_OFF. FOR USAR AGR PERSONNEL: ID 00000000123837, UDL LIST NAME: USARC\_OPORD\_25-037\_VOL\_SEP\_AGR.

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

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

3.C.1.A. NO CHANGE.

3.C.1.B. (U) [RESTATED]. THE CENTRALIZED INFORMATION SOURCE FOR PUBLISHED GUIDANCE CONCERNING GENDER DYSPHORIA IS MANAGED BY THE ARMY

HUMAN RESOURCES COMMAND AT:  
[HTTPS://WWW.HRC.ARMY.MIL/CONTENT/PRIORITIZING%20MILITARY%20EXCELLENCE%20AND%20READINESS%20IMPLEMENTATION%20GUIDANCE.](https://www.hrc.army.mil/content/prioritizing%20military%20excellence%20and%20readiness%20implementation%20guidance)

3.C.1.C. (U) [RESTATED]. COMMANDS WILL MANAGE UPDATING PERSONAL RECORDS AND SYSTEMS TO REFLECT THE BIOLOGICAL SEX FOR ALL INDIVIDUALS.

3.C.1.D. (U) [RESTATED] THE HUMAN RESOURCES COMMAND, UNITED STATES ARMY RESERVE COMMAND, AND NATIONAL GUARD BUREAU WILL ASSIST COMMANDS WITH OVERSIGHT AND MANAGEMENT OF SEPARATION AND RETIREMENT CODING FOR

TRANSITIONING REGULAR ARMY, ARMY RESERVE, AND NATIONAL GUARD INDIVIDUALS.

3.D. (U) COORDINATING INSTRUCTIONS.

3.D.1. (U) [RESTATED] HUMAN RESOURCES COMMAND (HRC), UNITED STATES ARMY RESERVE COMMAND (USARC), NATIONAL GUARD BUREAU (NGB), UNITED STATES MILITARY ACADEMY(USMA), UNITED STATES ARMY RECRUITING COMMAND(USAREC), T2COM, AND UNITED STATES ARMY CADET COMMAND(USACC) WILL PROVIDE REPORTS TO HQDA NLT THE FIRST OF THE MONTH. THE ABOVE-MENTIONED ORGANIZATIONS WILL PROVIDE A POINT OF CONTACT FOR REPORTING

AND COLLABORATION PURPOSES ON THE GD SEPARATION MICROSOFT TEAMS

# UNCLAS

# UNCLAS

PAGE 11 OF 12

CHANNEL IAW WITH ANNEX I.

3.D.2. NO CHANGE.

3.D.3. (U) [RESTATED]. INDIVIDUALS WHO HAVE BEEN IDENTIFIED AS BEING DISQUALIFIED FROM SERVICE AND ARE CURRENTLY ON PERMANENT CHANGE OF STATION (PCS) ASSIGNMENT ORDERS, MUST IMMEDIATELY CONTACT THEIR CAREER/TALENT MANAGERS AT HRC TO DISCUSS OPTIONS.

3.D.4. (U) [RESTATED]. UPON MEDICAL VERIFICATION, COMMANDERS (OR COMMAND DESIGNEE) MUST CONTACT HRC FOR FURTHER COORDINATION REGARDING PCS ASSIGNMENT ORDERS FOR INDIVIDUALS IDENTIFIED FOR SEPARATION.

3.D.5. (U) [RESTATED]. ALL PERMANENT CHANGE OF STATION (PCS) ORDERS, MOVES, ETC. WILL BE DELETED IF A SOLDIER IS IDENTIFIED FOR A SEPARATION UNDER GENDER DYSPHORIA.

3.D.6. (U) [ADD]. UPON RECEIPT OF THE APPROVED SEPARATION REQUEST MEMOS, REPORTING AGENCIES AND APPLICABLE COMPONENTS ARE REQUIRED TO UPLOAD PUBLISHED SEPARATION ORDERS TO THE 'GD SEPARATION ORDERS' FOLDER WITHIN THEIR RESPECTIVE MS TEAMS FOLDER MANAGED BY DMPM, HQDA G-1.

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) [CHANGE TO READ] THE EXPIRATION DATE OF THIS FRAGO COINCIDES WITH THE NEW EXPIRATION DATE OF HQDA EXORD 175-25 (W/ FRAGOS 1, 2, 3, AND 4) ON 30 SEPTEMBER 2030, UNLESS FORMALLY RESCINDED, SUPERSEDED OR MODIFIED.

#### ATTACHMENTS:

ANNEX A - INDIVIDUAL MEMO. NO CHANGE.

[DELETED] ANNEX B.

[DELETED] ANNEX C.

[DELETED] ANNEX D.

ANNEX E - COMMANDER AND USAREC TALKING POINTS. NO CHANGE.

ANNEX F - GD SEPARATION PROCESS. NO CHANGE.

ANNEX G - GD WAIVER REQUEST. NO CHANGE.

ANNEX H - GD SEPARATION BENEFITS OVERVIEW. NO CHANGE.

ANNEX I - GD REPORTING TEMPLATE. NO CHANGE.

ANNEX J - MEDICAL VERIFICATION MEMO. NO CHANGE.

[DELETED] ANNEX K.

ANNEX L - TERA ETP REQUEST. NO CHANGE.

[CHANGE] ANNEX M - FAQs.

ANNEX N - COMMANDERS GUIDE. NO CHANGE.

ANNEX O - SEPARATION CHECKLIST. NO CHANGE.

ANNEX P - COMMANDERS MEMO (INVOLUNTARY REQUESTS). NO CHANGE.

[ADD] ANNEX Q - TERA REQUEST INTENT.

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# UNCLAS

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PAGE 12 OF 12

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