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DEPARTMENT OF THE AIR FORCE
WASHINGTON DC



OFFICE OF THE ASSISTANT SECRETARY

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MEMORANDUM FOR ALL MAJCOM-FOA-DRU-FLDCOM-COCOM/CC
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FROM: SAF/MR
1660 Air Force Pentagon
Washington, DC 20330-1660

SUBJECT: Department of the Air Force (DAF) Workplaces and Use of Bathroom and Intimate Space Facilities

References: (a) Executive Order 14168, January 20, 2025, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government
(b) SecWar Memo, January 31, 2025, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government
(c) USW(P&R) Memo, January 31, 2025, Department of Defense Implementation of Executive Order 14168, Defending Women from Gender Ideology and Extremism and Restoring Biological Truth to the Federal Government
(d) SAF/MR Memo, February 4, 2025, Implementation of Executive Order 14168, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government

In accordance with references (a) – (d), this memorandum provides further policy for use of bathroom facilities and other intimate spaces throughout DAF workplaces and facilities.

- a. Individuals shall use the bathroom facilities that correspond to their birth sex or a designated single-user bathroom facility, if available.
- b. Intimate spaces designated for women, girls, or females, or for men, boys, or males, are designated by birth sex and not gender identity.
- c. Commanders and supervisors at all levels are responsible for ensuring adherence to federal policy while inside DAF workplaces and facilities. Non-compliance may be addressed through established disciplinary channels.

Commanders have the authority to modify bathroom/intimate space designation by birth sex or single-user, as necessary. For example, if single-user bathroom facilities are not available, commanders may work to re-designate a bathroom in a facility as a single-user bathroom facility where practicable. Commanders will ensure signage is updated and that processes exist to denote the occupied/unoccupied status of single-user facilities.

My point of contact regarding this matter is Ms. Jenn Knowles, who can be contacted via email at jennifer.knowles@us.af.mil, with any questions related to this subject.



BRIAN L. SCARLETT, SES, DAF
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