

FRAGO 6 TO HQDA EXORD 175-25 IMPLEMENTATION

GUIDANCE FOR

Originator: DA WASHINGTON DC

TOR: 08/04/2026 21:36:47

DTG: 042121Z Aug 26

Prec: Priority

DAC: General

To:

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 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, CDR USAWHC DCS G3 CENTRAL TASKING DIV FT BRAGG NC, CDR USAWHC DCS G3 CURRENT OPS FT BRAGG NC, CDR USAWHC DCS G3 WATCH OFFICER FT BRAGG NC, CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC, CDRAMC REDSTONE ARSENAL AL, CDRHRC G3 DCSOPS FT KNOX KY, CDRINSCOM FT BELVOIR VA,

CDRINSCOM FT BELVOIR VA, CDRINSCOMIOC FT BELVOIR VA, CDRINSCOMIOC FT BELVOIR VA, CDRMDW WASHINGTON DC, CDRUSACE WASHINGTON DC, CDRUSACIDC FT BELVOIR VA, CDRUSACYBER FT GORDON GA, CDRUSAEIGHT G3 CUOPS 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, CDRUSAWHC FT BRAGG NC, COMDT USAWC CARLISLE BARRACKS PA,

HQ ARTRANS CMD GROUP SCOTT AFB IL, HQ ARTRANS OPS MSG CNTR SCOTT AFB IL, HQ IMCOM FT SAM HOUSTON TX, 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, USAR OCAR DRM COMPT WATCH OFCR CRYSTAL CITY VA, USAR OCAR SDC FT BELVOIR VA, 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

Attachments: HQDA EXORD 175-25 (FRAGO 6) Annex R - Cdr Counseling (Final).pdf, HQDA EXORD 175-25 (FRAGO 6) Annex S - Standardized

Findings and Recommendations Worksheet (Final).docx

PAAUZATZ RUEADWD3387 2162136-UUUU--RUIAAAA RUEADWD.

ZNR UUUUU

P 042121Z AUG 26

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

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RUIAAAA/CDR USASOC FT BRAGG NC
RUIAAAA/CDR USAWHC DCS G3 CENTRAL TASKING DIV FT BRAGG NC
RUIAAAA/CDR USAWHC DCS G3 CURRENT OPS FT BRAGG NC
RUIAAAA/CDR USAWHC DCS G3 WATCH OFFICER FT BRAGG NC
RUIAAAA/CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC

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RUIAAAA/CDRAMC REDSTONE ARSENAL AL
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
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RUIAAAA/COMDT USAWC CARLISLE BARRACKS PA
RUIAAAA/HQ ARTRANS CMD GROUP SCOTT AFB IL
RUIAAAA/HQ ARTRANS OPS MSG CNTR SCOTT AFB IL
RUIAAAA/HQ IMCOM FT SAM HOUSTON TX
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
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RUIAAAA/SUPERINTENDENT USMA WEST POINT NY
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RUIAAAA/HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC
BT
UNCLAS
SUBJ/FRAGO 6 TO HQDA EXORD 175-25 IMPLEMENTATION GUIDANCE FOR
EXECUTIVE ORDER (EO) 14183: "PRIORITIZING MILITARY EXCELLENCE AND
READINESS"
UNCLASSIFIED//
SUBJECT: (U) FRAGO 6 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//P/ NO CHANGE.
REF//Q/ [ADD] FRAGO 5 TO HQDA EXORD 175-25 IMPLEMENTATION GUIDANCE
FOR
EXECUTIVE ORDER (EO) 14183: "PRIORITIZING MILITARY EXCELLENCE AND
READINESS", DTG: 191952Z NOVEMBER 25//
NARR// (U) FRAGO 6 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) [CHANGE TO READ] COMMANDERS WILL TAKE IMMEDIATE MEASURES
TO UPDATE PERSONNEL RECORDS AND ADMINISTRATIVE SYSTEMS TO REFLECT
BIOLOGICAL SEX FOR ALL INDIVIDUALS. THIS REQUIREMENT IS FOR ALL
PERSONNEL, NOT JUST INDIVIDUALS THAT ARE PENDING A GENDER DYSPHORIA
SEPARATION.
3.A.6.A. (U) [CHANGE TO READ] COMMANDERS WILL VERIFY AND ANNOTATE
THAT ALL INDIVIDUALS HAVE HAD THEIR RECORDS UPDATED WITHIN IPPS-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 A LIST OF REQUIRED DOCUMENTATION.
3.A.7. THROUGH 3.A.9. NO CHANGE.
3.A.10. (U) [RESTATE] 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 O-5
COMMANDER WILL DIRECT AN IMR REVIEW WHEN THEY HAVE PERSONAL KNOWLEDGE
OF INDIVIDUALS WITH GENDER DYSPHORIA. SUBORDINATE COMMANDERS MAY
COORDINATE WITH THE FIRST O-5 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

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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 O-5 COMMANDER WILL CONSULT WITH THEIR SERVICING LEGAL OFFICE WHO WILL ADVISE ON SEPARATION REQUIREMENTS. AFTER THE LEGAL CONSULT, THE COMMANDER WILL COUNSEL THE INDIVIDUAL OF DISQUALIFICATION FROM SERVICE AND THE INITIATION OF SEPARATION PROCEEDINGS IAW APPROPRIATE ARMY REGULATIONS (SEE 3.B.2.I). COMMANDERS SHOULD PROVIDE THIS COUNSELING UTILIZING THE TEMPLATE IN ANNEX R (SAMPLE COMMANDERS COUNSELING (DA 4856)).

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

3.A.11. NO CHANGE.

3.A.12. (U) MEDICAL.

3.A.12.A. NO CHANGE.

3.A.12.B. NO CHANGE].

3.A.12.C. (U) [CHANGE TO READ] 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; (4) AN INDIVIDUAL'S PRIVATE CONVERSATION WITH THE SOLDIER'S COMMANDER DISCLOSING THE SOLDIER'S GENDER DYSPHORIA; OR (5) REPORTS FROM HIGHER HEADQUARTERS TO

COMMANDERS INDICATING AN INDIVIDUAL'S MEDICAL RECORDS REFLECT A PAST DIAGNOSTIC CODE CONSISTENT WITH GENDER DYSPHORIA.

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

3.A.12.G. (U) [RESTATED] 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

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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) [RESTATED] 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.12.N. NO CHANGE.

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

3.A.14. (U) SEPARATION AUTHORITIES AND ADDITIONAL INSTRUCTIONS FOR COMMANDERS. NO CHANGE.

3.A.15. (U) WAIVERS. NO CHANGE.

3.B. (U) CONCEPT OF OPERATIONS.

3.B.1. (U) PHASE I: VOLUNTARY SEPARATION AND IDENTIFICATION. NO CHANGE.

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

3.B.2.A. (U) [RESTATED]. 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

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OR MORE CONSECUTIVE DAYS. PHASE II INCORPORATES IDENTIFICATIONS MADE DURING PHASE IB.

3.B.2.B. (U) [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 SEPARATED IAW AR 635-200, AR 600-8-24, AR 135-178 OR 135-175, AS APPROPRIATE.

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) [CHANGE TO READ] COMMANDERS MUST INCLUDE ALL REQUIRED DOCUMENTS WITH ALL SEPARATION PACKETS IN ACCORDANCE WITH EXISTING ARMY

SEPARATION POLICY (SEE 3.B.2.C. FOR APPROPRIATE REGULATIONS). A CHECKLIST OF REQUIRED DOCUMENTS IS INCLUDED IN ANNEX O. ANNEX O IS NOT AN ALL-INCLUSIVE LIST, AS THERE MAY BE ADDITIONAL DOCUMENTS REGARDING A SOLDIER'S PARTICULAR REQUEST; I.E. IF A SOLDIER WANTS TO SUBMIT ADDITIONAL REQUESTS, (TERA/TERA ETP/WAIVER/RETIREMENT IN LIEU OF) ALL REQUIRED DOCUMENTATION MUST BE INCLUDED WITH THE PACKET WHEN SUBMITTED TO HQDA (SEE APPROPRIATE PARAGRAPHS AND ANNEXES: WAIVER - PARAGRAPH 3.A.15. AND ANNEX G, TERA/TERA ETP - PARAGRAPH 3.B.1.C.4. AND ANNEXES L AND Q, RETIREMENT IN LIEU OF - PARAGRAPH 3.A.14.F. COMMANDERS SHOULD ADDRESS THESE OPTIONS WITH THE SOLDIER, IF APPLICABLE, DURING THE INITIAL NOTIFICATION.

3.B.2.G. (U) [CHANGE TO READ] COMMANDERS MUST CONSULT WITH THEIR SERVICING LEGAL OFFICE PRIOR TO INITIATING INVOLUNTARY SEPARATIONS.

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

3.B.2.I. (U) [RESTATED] 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 P. A RESPONDENT REFERS TO AS

OLDIER 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 USE ANNEX S (STANDARDIZED FINDINGS AND RECOMMENDATIONS WORKSHEET). ALL BOARDS WILL ADHERE TO THE FOLLOWING APPROPRIATE ARMY REGULATION:

3.B.2.I.1. (U) [RESTATED] REGULAR ARMY (RA) OFFICERS WILL BE

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PROCESSED FOR SEPARATION IAW AR 600-8-24.

3.B.2.I.2. (U) [RESTATED] ARNG AND USAR OFFICERS WILL BE PROCESSED FOR SEPARATION 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 PROCESSED FOR SEPARATION IAW AR 635-200.

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

3.B.2.J. (U) [ADD] COMMANDERS WILL NOTIFY INDIVIDUALS OF SEPARATION IAW APPROPRIATE ARMY REGULATIONS (SEE 3.B.2.I), NLT 30 CALENDAR DAYS FROM THE DATE OF MEDICAL VERIFICATION THAT AN INDIVIDUAL MEETS THE CRITERIA FOR SEPARATION DUE TO GENDER DYSPHORIA. THIS NOTIFICATION WILL INCLUDE NOTIFYING THE INDIVIDUALS OF THEIR RIGHT TO A BOARD AND DOCUMENT THE INDIVIDUAL'S ELECTION (OR WAIVER OF A BOARD) WITHIN THE SEPARATION ACTION. THIS ANNOTATION WILL BE INCLUDED ON ANNEX P (COMMANDER'S MEMO). SOLDIERS WILL MAKE THEIR ELECTION IN WRITING WITHIN THE PRESCRIBED TIME IAW APPROPRIATE SEPARATION REGULATIONS (SEE

3.B.2.I) OR AS ANNOTATED WITHIN THE COMMANDER'S NOTIFICATION STATEMENT. FAILURE TO RESPOND WITHIN THE PRESCRIBED TIME WILL BE CONSIDERED A WAIVER OF SUCH RIGHT. COMMANDERS WILL ENSURE BOARDS (WHEN REQUESTED) ARE CONDUCTED WITHIN 60 DAYS FROM RECEIPT OF THE MEDICAL VERIFICATION.

3.B.2.K. (U) [RESTATED] 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 P.

3.B.2.K.1. (U) [RESTATED] IN ACCORDANCE WITH REFERENCE P, 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) [CHANGE TO READ] 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

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INTEGRITY OF BOARD PROCEEDINGS. WITHIN SEVEN CALENDAR DAYS OF COMMAND

LEGAL CONSULTATION (SEE 3.A.10.B), 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) [RESTATED] BOARD LEGAL ADVISORS WILL UNDERSTAND THEIR RESPONSIBILITIES OUTLINED IN APPLICABLE ARMY REGULATIONS AND THOSE RESPONSIBILITIES SPECIFIED IN REFERENCE O.

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

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

F FRAGO 5. THIS STANDARDIZED FINDINGS AND RECOMMENDATIONS WORKSHEET IS ALSO INCLUDED AS ANNEX S TO THIS FRAGO.

3.B.2.Q. (U) [RESTATED] 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.

3.B.2.R. (U) [CHANGE TO READ] SOLDIERS UNDERGOING INVOLUNTARY SEPARATION MAY, IF APPLICABLE, SUBMIT RETENTION WAIVERS WITHIN THE TIMELINES PRESCRIBED IN REFERENCE P.

3.B.2.S. (U) [RESTATED] 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) [CHANGE TO READ] INDIVIDUALS APPROVED FOR INVOLUNTARY SEPARATION SHOULD BE SEPARATED NO LATER THAN 90 DAYS AFTER ACTION APPROVED BY THE SEPARATION AUTHORITY.

3.B.2.U. (U) [RESTATED] REGULAR ARMY INVOLUNTARY SEPARATIONS WILL BE

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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 TO DEPARTMENT OF THE ARMY STAFF 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] 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) [CHANGE TO READ] 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), TRANSFORMATION AND TRAINING COMMAND (T2COM), AND UNITED STATES ARMY CADET COMMAND (USACC) WILL PROVIDE REPORTS TO HQDA NLT THE FIRST AND FIFTEENTH OF THE MONTH. REPORTS ON INVOLUNTARY SEPARATION ACTIONS WILL INCLUDE SOLDIER BOARD INFORMATION (SOLDIER REQUEST/WAIVE BOARD/ BOARD CONVENE DATE). THE ABOVEMENTIONED ORGANIZATIONS WILL PROVIDE A POINT OF CONTACT FOR REPORTING AND COLLABORATION PURPOSES ON THE GD SEPARATION MICROSOFT TEAMS CHANNEL IAW WITH ANNEX I.

3.D.2. THROUGH 3.D.6. NO CHANGE.

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 1-5) ON 30 SEPTEMBER 2030, UNLESS FORMALLY RESCINDED, SUPERSEDED OR MODIFIED.

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ATTACHMENTS: **CAN BE ACCESSED ON THE HQDA DCS, G-3/5/7 WEBPORTALS:

NIPR:

<https://armyeitaas.sharepoint-mil.us/sites/HQDA-G357-DAMOOD/HQDA%20EXORDS/Forms/AllItems.aspx>

SIPR:

<https://g357.army.pentagon.smil.mil/OD/EXORD/Forms/AllItems.aspx>

ANNEX A - INDIVIDUAL MEMO. NO CHANGE.

ANNEX B - [DELETED].

ANNEX C - [DELETED].

ANNEX D - [DELETED].

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.

ANNEX K - GENDER DYSPHORIA CLINICAL DECISION SUPPORT TOOL. NO CHANGE.

ANNEX L - TERA ETP REQUEST. NO CHANGE.

ANNEX M - FAQs. NO CHANGE.

ANNEX N - COMMANDERS GUIDE. NO CHANGE.
ANNEX O - SEPARATION CHECKLIST. NO CHANGE.
ANNEX P - COMMANDERS MEMO (INVOLUNTARY REQUESTS). NO CHANGE.
ANNEX Q - TERA REQUEST INTENT. NO CHANGE.
[ADD] ANNEX R - SAMPLE COMMANDERS COUNSELING (DA 4856).
[ADD] ANNEX S - STANDARDIZED FINDINGS AND RECOMMENDATIONS WORKSHEET.
BT
#3387
NNNN
Received from AUTODIN 042136Z Aug 26