



ASSISTANT SECRETARY OF DEFENSE

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WASHINGTON DC 20301-4000



MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER
AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY (MANPOWER
AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER,
RESERVE AFFAIRS, INSTALLATIONS, & ENVIRONMENT)
COMMANDER, U.S. MILITARY ENTRANCE PROCESSING
COMMAND

SUBJECT: Briefing Armed Forces Applicants

Reference: (a) DoDD 1304.26, Qualification Standards for Enlistment, Appointment, and Induction

(b) Deputy Assistant Secretary of Defense (Military Manpower & Personnel) Memorandum, "Armed Forces Applicant Screening and Periodic Briefing on Military Justice--Policy Guidance," February 3, 1993

(c) SecDef Memorandum, "Policy on Homosexual Conduct in the Armed Forces," July 19, 1993

This memorandum forwards an applicant briefing item on separation policy and an annex to be used as part of the documents that effectuate the enlistment and appointment of members in the Armed Forces. These items shall be used to brief prospective entrants to the military in accordance with reference (a) and to document those restrictions.

Interview briefings provided to officer and enlisted program applicants must be expanded to include the attached information effective immediately. These briefings shall specifically include a discussion of the restrictions outlined in the attached briefing item and form, and must be presented on the following occasions:

- Enlisted and Officer Accessions: For those who enlist through a Military Entrance Processing Station (MEPS), the briefing shall be presented by the MEPS staff in accordance with USMEPCOM Regulation 601-23, "Enlistment Documents." The briefing shall be presented prior to the oath of enlistment during the Preenlistment Interview (PEI) and/or Preaccession Interview (PAI).
- To implement this change, USMEPCOM Regulation 601-23, Chapter 4, "Preenlistment Interview (PEI) and Preaccession Interview (PAI)", paragraphs 4-6, 4-10, and 4-12 a. (1) shall be written to include a requirement for an interview briefing regarding separation policy and restrictions on personal conduct in the Armed Forces. In addition, Tables 4-1 and 4-2 must include the following question: "Have you been briefed on, and do you understand the separation policy and the restrictions on personal conduct in the Armed Forces?"

- Officer Accessions: The briefings shall be presented as follows:
 - Reserve Officers Training Corps (ROTC): Prior to administration of oaths, students shall be briefed as part of their processing for initial membership in the ROTC program.
 - Service Academies: During the initial 72 hours of reception activities, briefings shall be presented to new cadets or midshipmen.
 - Officer Candidate School (OCS)-Type Programs: Although many officer candidates might have been briefed either at a MEPS as specified earlier, or at their military units (for in-service entrants), the orientation should be repeated as a part of reception activities, within 72 hours of commencement of inprocessing.
 - Direct Appointment Programs: The briefings shall be presented prior to the administration of oaths of appointment. If group presentations are not feasible, individual orientations shall be provided by the person administering the oath. Service policies may specify another briefer, as appropriate.

Secretaries of the Military Departments and USMEPCOM may adopt procedures to fit circumstances not specifically addressed herein, provided the timing conforms as closely as possible, and that the briefings are comprehensive, uniformly presented, and afford the opportunity for an exchange of questions and answers sufficient to ensure that the content of the briefing is understood by those entering the Armed Forces.

Edwin Dorn

Attachments

As stated

cc:

Assistant Secretary of Defense (Reserve Affairs)

Director, Joint Staff

Chief, Office of Personnel and Training

Department of Transportation

Applicant Briefing Item on Separation Policy

As military members, you occupy a unique position in society. You represent the military establishment. This special status brings with it the responsibility to uphold and maintain the dignity and high standards of the U.S. Armed Forces at all times and in all places. The Armed Forces must also be ready at all times for world-wide deployment. This fact carries with it the requirement for military units and their members to possess high standards of morale, good order and discipline, and cohesion. As a result, military laws, rules, customs and traditions include restrictions on your personal behavior that may be different from civilian life. Members of the Armed Forces may be involuntarily separated before their enlistment or term of service ends for various reasons established by law and military regulations. Some unacceptable conduct may be grounds for involuntary separation, such as:

You establish a pattern of disciplinary infractions, discreditable involvement with civil or military authorities or you cause dissent, or disrupt or degrade the mission of your unit. This may also include conduct of any nature that would bring discredit on the Armed Forces in the view of the civilian community.

Because of parental responsibilities, you are unable to perform your duties satisfactorily or you are unavailable for worldwide assignment or deployment.

You fail to meet the weight control standards.

Although we have not and will not ask you about your sexual orientation, you should be aware that homosexual conduct is grounds for discharge from the Armed Forces. This means that if you do one of the following, you could be involuntarily separated before your term of service ends:

- (1) Homosexual acts. You engage in, attempt to engage in, or solicit another to engage in a homosexual act or acts. A “homosexual act” means touching a person of your same sex or allowing such a person to touch you for the purpose of satisfying sexual desires. (For example, hand-holding or kissing, or other physical contact of a sexual nature.)
- (2) Homosexual statements. You make a statement that demonstrates a propensity or intent to engage in homosexual acts. This may include language or behavior that a reasonable person would believe intends to convey the statement that you are a homosexual or bisexual,
- (3) Homosexual marriage. You marry or attempt to marry a person of your same sex.

You may not be discharged if you do or say these things solely to end your military service.

The Armed Forces do not tolerate harassment or violence against any servicemember, for any reason.

RESTRICTIONS ON PERSONAL CONDUCT IN THE ARMED FORCES

(For use of this form, see USMEPCOM Reg 601-23)

1. Military life is fundamentally different from civilian life. The military has its own laws, rules, customs, and traditions, including numerous restrictions on personal behavior, that would not be acceptable in civilian society. These are necessary because military units and personnel must maintain the high standards of morale, good order and discipline, and unit cohesion that are essential for combat effectiveness.

2. The Armed Forces must be ready at all times for world-wide deployment. Military law and regulations, including the Uniform Code of Military Justice, apply to servicemembers at all times, both on base or off base, from the time the member enters the Service until the member is discharged or otherwise separated from the Armed Forces.

3. Members of the Armed Forces may be involuntarily separated before their term of service ends for various reasons established by law and military regulations, such as:

a. A member may be separated for a pattern of disciplinary infractions, a pattern of misconduct, commission of a serious offense, or civilian conviction.

b. A member who has been referred to a rehabilitation program for personal drug and alcohol abuse may be separated for failure through inability or refusal to participate in, cooperate in, or successfully complete such a program.

c. A member may be discharged by reason of parenthood, if it is determined the member because of parental responsibilities, is unable to perform his or her duties satisfactorily or is unavailable for worldwide assignment or deployment.

d. A member may be separated for violation of laws or regulations regarding sexual conduct of members of the Armed Forces, for example, engaging or attempting to engage in a homosexual act or soliciting another to engage in such an act; for stating that he or she is a homosexual or bisexual, or words to that effect or for marrying or attempting to marry an individual of the same sex.

e. A member may be separated for failure to meet Service weight control standards.

f. A member may be separated for harassment or violence against any servicemember.

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Changes to Administrative Separation Policy

- 0 Implements SecDef policy regarding administrative separation for homosexual conduct with changes to DODD 1332.14, “Enlisted Administrative Separations” and DoDD 1332.30, “Separations of Regular Officers.”
- 0 Provides revised standards and procedures for separation of servicemembers for homosexual conduct effective February 5, 1994.
- 0 Amends the policy paragraph of the directive and the introductory language in paragraph H of enclosure 3 in DoDD 1332.14 to emphasize that it is DoD policy to judge the suitability of persons to serve in the armed forces on the basis of their conduct and to provide that homosexual conduct, not homosexual orientation, is the basis for separation. To maintain consistency among officer and enlisted directives, this paragraph is added to DoDD 1332.30.
- 0 Defines homosexual conduct as including homosexual acts, statements by the servicemember that demonstrate a propensity or intent to engage in homosexual acts, and homosexual marriages or attempted marriages.
- 0 Replaces the previous terminology of “desires to engage in” homosexual acts with “a propensity to engage in” homosexual acts. Makes clear the distinction between status and conduct. Makes clear that a servicemember who has stated that he or she is a homosexual has the opportunity to prove that he or she does not engage in homosexual acts and does not have a propensity or intent to do so.
- 0 Adds a new enclosure on the proper use of fact-finding inquiries, as a practical guide for the commander.