



SECRETARY OF DEFENSE

1000 DEFENSE PENTAGON

WASHINGTON, DC 20301-1000

MAR 31 2021

MEMORANDUM FOR ALL DEPARTMENT OF DEFENSE EMPLOYEES

SUBJECT: International Transgender Day of Visibility

On this International Transgender Day of Visibility, we recognize the great strides our Nation has made raising awareness of the challenges faced by the transgender community. Their shared stories of struggle and heartache reminds us that more work needs to be done to ensure that every person is treated with dignity and respect no matter how they identify.

To that end, I am pleased to announce we have updated departmental policy governing the open service of transgender individuals in the military. This updated policy reinforces our previous decision to allow for the recruitment, retention, and care of all qualified transgender individuals. It also allows for a short implementation period for the Military Departments and Services to update their policies.

The United States military is the greatest fighting force on the planet because we are composed of an all-volunteer team willing to step up and defend the rights and freedoms of all Americans. And we will remain the best and most capable team because we avail ourselves of the best possible talent that America has to offer, regardless of gender identity.

A handwritten signature in black ink, appearing to read "Mark P. Burtz".

Here is the link to the DoD press release on this topic:

<https://www.defense.gov/Newsroom/Releases/Release/Article/2557220/dod-announces-policy-updates-for-transgender-military-service/>

The DoD Instruction 6130.03: Medical Standards for Appointment, Enlistment, or Induction into the Military Services can be found here:

<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/613003v1p.PDF?ver=7cPFjXiGqfqNSF2HHw-X6w%3d%3d>

The DoD Instruction 1300.28: In-Service Transition for Transgender Service Members can be found here:

<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/130028p.pdf>

Also, today Secretary of Defense Lloyd Austin marked International Transgender Day of Visibility by releasing the attached memorandum for all DoD employees. This memo may be found here:

<https://media.defense.gov/2021/Mar/31/2002612064/-1/-1/0/MEMORANDUM-ON-INTERNATIONAL-TRANSGENDER-DAY-OF-VISIBILITY.PDF>

Finally, on March 12, 2021, Secretary Austin sent a memorandum with the subject: Promoting and Protecting the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World. That memo may be found here: <https://media.defense.gov/2021/Mar/16/2002601566/-1/-1/0/PROMOTING-AND-PROTECTING-THE-HUMAN-RIGHTS-OF-LGBTQI+-PERSONS-AROUND-THE-WORLD.PDF>