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SUBJ/DEPARTMENT OF THE NAVY IMPLEMENTATION OF EXECUTIVE ORDER 14168//

REF/A//EXECUTIVE ORDER/PRESIDENT/20JAN25//
REF/B//MEMO/OPM/29JAN25//
REF/C//MEMO/SECDEF/29JAN25//
REF/D//MEMO/SECDEF/31JAN25//
REF/E//MEMO/OSD/31JAN25//

NARR/REF A IS EXECUTIVE ORDER 14168 ON DEFENDING WOMEN FROM GENDER IDEOLOGY EXTREMISM AND RESTORING BIOLOGICAL TRUTH TO THE FEDERAL GOVERNMENT.

REF B IS OFFICE OF PERSONNEL MANAGEMENT MEMO ON INITIAL GUIDANCE REGARDING PRESIDENT TRUMP'S EXECUTIVE ORDER DEFENDING WOMEN.

REF C IS SECRETARY OF DEFENSE MEMO ON RESTORING AMERICA'S FIGHTING FORCE.

REF D IS SECRETARY OF DEFENSE MEMO ON DEFENDING WOMEN FROM GENDER IDEOLOGY EXTREMISM AND RESTORING BIOLOGICAL TRUTH TO THE FEDERAL GOVERNMENT.

REF E IS PERFORMING THE DUTIES OF THE UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS MEMO ON DEPARTMENT OF DEFENSE IMPLEMENTATION OF EXECUTIVE ORDER 14168 DEFENDING WOMEN FROM GENDER IDEOLOGY EXTREMISM AND RESTORING BIOLOGICAL TRUTH TO THE FEDERAL GOVERNMENT.

RMKS/1. This ALNAV provides guidance to Department of the Navy (DON) personnel, employees, and commands on implementation of references (a) through (e). Reference (a) establishes the policy of the United States to recognize two sexes, male and female, that are not changeable. Reference (b) directs initial actions for federal departments and agencies. References (c), (d), and (e) provide Department of Defense intent to end elements, policies, programs, or initiatives that promote or reflect gender ideology.

2. DON entities will enforce laws governing sex-based rights, protections, opportunities, and accommodations to protect men and women as biologically distinct sexes.

3. DON entities will use the definitions contained in Section 2 of reference(a) when interpreting or applying statutes, regulations, or guidance and in all other official DON business, documents, or communications.

4. DON entities will cease issuing, and remove all statements, policies, regulations, forms, communications, or other internal and external messages under its purview that promote or otherwise inculcate gender ideology, as it is defined in Section 2 of reference (a).

a. Forms that require an individual's sex will list male or female only and will not request gender identity.

b. For any such statements, policies, regulations, forms, communications, or other internal or external messages originating from the Office of the Secretary of Defense (OSD) (e.g., DD forms), DON will defer to OSD for implementing direction.

5. DON entities will review policies for intimate spaces (further described as intimate single-sex spaces in reference (a)) and take appropriate action to ensure such spaces are designated by sex and not gender identity on installations, facilities, ships, and any other infrastructure under the jurisdiction of the DON. This direction will not prevent the use of neutral intimate spaces, provided they are intended for a single occupant.

6. The Chief of Naval Operations (CNO), Commandant of the Marine Corps (CMC), and civilian executive and staff assistants will oversee implementation of the direction in this ALNAV for policies, statements, forms, etc. under their jurisdiction. Within 30 days and again within 90 days, the CNO, CMC, and civilian executive and staff assistants, will provide the Assistant Secretary of the Navy for Manpower and Reserve Affairs a summary of all actions taken and all outstanding actions necessary to fully comply with reference (a) and this ALNAV. These suspense dates may be accelerated pending emerging requirements.

a. This summary should include an accounting of changes to regulations, instructions, guidance, forms, and communications and any other actions in accordance with paragraphs 4 and 5 of this ALNAV.

b. The CNO, CMC, and the civilian executive and staff assistants should maintain, and direct subordinate commands to maintain, an accounting of actions taken at each subordinate level.

7. The response to paragraph six will identify any necessary and recommended DON actions to support compliance with reference (a) and this ALNAV.

8. Released by Mr. Terence G. Emmert, Acting Secretary of the Navy.//

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