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ALNAV 038/25

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SUBJ/IMPLEMENTING POLICY ON PRIORITIZING MILITARY EXCELLENCE AND READINESS//

REF/A/ALNAV/13MAR25//
REF/B//ALNAV/29MAR25//
REF/C/EXECUTIVE ORDER 14183/27JAN25//
REF/D/SECDEF MEMORANDUM/7FEB25//
REF/E/PTDO USD-PR MEMORANDUM/26FEB25//
REF/F/ PTDO ASD-MRA MEMORANDUM/28FEB25//
REF/G/ PTDO ASD-MRA MEMORANDUM/4MAR25//
REF/H/SECDEF MEMORANDUM/8MAY25//
REF/I/SECNAVINST 1000.11A/27JUN23
REF/J/10 USC 1175A//
REF/K/DODI 1332.43/28NOV17//
REF/L/DODI 1332.29/3MAR17//
REF/M/DODI 1332.46/21DEC18//
REF/N/DODI 1332.35/26SEP19//
REF/O/PTDO USD-PR MEMORANDUM/21MAR25//

NARR/REF A IS ALNAV 023/25 "INITIAL DIRECTION ON PRIORITIZING MILITARY EXCELLENCE AND READINESS."

REF B IS ALNAV 025/25 "IMPLEMENTATION OF ALNAV 023/25."

REF C IS EXECUTIVE ORDER 14183 "PRIORITIZING MILITARY EXCELLENCE AND READINESS."

REF D IS SECRETARY OF DEFENSE MEMORANDUM "PRIORITIZING MILITARY EXCELLENCE AND READINESS."

REF E IS PERFORMING THE DUTIES OF THE UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS MEMORANDUM "ADDITIONAL GUIDANCE ON PRIORITIZING MILITARY EXCELLENCE AND READINESS."

REF F IS PERFORMING THE DUTIES OF THE ASSISTANT SECRETARY OF DEFENSE FOR MANPOWER AND RESERVE AFFAIRS MEMORANDUM "CLARIFYING GUIDANCE ON PRIORITIZING MILITARY EXCELLENCE AND READINESS."

REF G IS PERFORMING THE DUTIES OF THE ASSISTANT SECRETARY OF DEFENSE FOR MANPOWER AND RESERVE AFFAIRS MEMORANDUM "CLARIFYING GUIDANCE ON PRIORITIZING MILITARY EXCELLENCE AND READINESS: RETENTION AND ACCESSION WAIVERS."

REF H IS SECRETARY OF DEFENSE MEMORANDUM "IMPLEMENTING POLICY ON PRIORITIZING MILITARY EXCELLENCE AND READINESS."

REF I IS SECRETARY OF THE NAVY INSTRUCTION 1000.11A "SERVICE OF TRANSGENDER SAILORS AND MARINES."

REF J IS SECTION 1175A OF TITLE 10, UNITED STATES CODE "VOLUNTARY SEPARATION PAY AND BENEFITS."

REF K IS DEPARTMENT OF DEFENSE INSTRUCTION 1332.43 "VOLUNTARY SEPARATION PAY (VSP) PROGRAM FOR SERVICE MEMBERS."

REF L IS DEPARTMENT OF DEFENSE INSTRUCTION 1332.29 "INVOLUNTARY SEPARATION PAY (NON-DISABILITY)."

REF M IS DEPARTMENT OF DEFENSE INSTRUCTION 1332.46 "TEMPORARY EARLY RETIREMENT AUTHORITY (TERA) FOR SERVICE MEMBERS."

REF N IS DEPARTMENT OF DEFENSE INSTRUCTION 1332.35 "TRANSITION ASSISTANCE PROGRAM (TAP) FOR MILITARY PERSONNEL."

REF O IS PERFORMING THE DUTIES OF THE UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS MEMORANDUM "PRIORITIZING MILITARY EXCELLENCE AND READINESS: MILITARY DEPARTMENT IDENTIFICATION."//

RMKS/1. References (a) and (b) are cancelled. This ALNAV reestablishes policy pursuant to references (c) through (h).

2. Pursuant to references (c) through (h), individuals who have a current diagnosis or history of, or exhibit symptoms consistent with, gender dysphoria are no longer eligible for military service, except as described in reference (g).

3. Reference (i) is cancelled. Navy and Marine Corps policies based on reference (i) must be rescinded or updated, as appropriate, as soon as practicable. The Chief of Naval Operations (CNO) and Commandant of the Marine Corps (CMC) shall provide a status update to the Assistant Secretary of the Navy for Manpower and Reserve Affairs (ASN (M&RA)) within 30 days and continuing every 30 days thereafter, until new policies are approved and implemented, as necessary.

4. Per reference (e), military personnel must adhere to standards in accordance with their biological sex. CNO and CMC will revoke exceptions to policy, that were approved per reference (i), allowing a member to conform to standards associated with a sex different from their identification in the Defense Enrollment Eligibility Reporting System. No further exceptions to policy related to conforming to the standards of a different sex will be approved. CNO and CMC will maximize the use of all available command authorities to ensure impacted personnel are afforded dignity and respect.

5. Appointment, Enlistment, or Induction into the Navy and Marine Corps.

a. Per references (d) through (f), applicants for military service and individuals currently in the Delayed Entry Program who have a current diagnosis or history of, or exhibit symptoms consistent with, gender dysphoria are disqualified from military service. Individuals with offers of admission to the United States Naval Academy (USNA) or the Naval Reserve Officers Training Corps (NROTC) who have a current diagnosis or history of, or exhibit symptoms consistent with, gender dysphoria are disqualified from military service and offers of admission will be rescinded.

b. A history of cross-sex hormone therapy or sex reassignment or genital reconstruction surgery as treatment for gender dysphoria or in pursuit of a sex transition is disqualifying for applicants for military service, and incompatible with military service for military personnel.

6. Voluntary Separation. Military personnel, including USNA and NROTC midshipmen, who have a current diagnosis or history of, or exhibit symptoms consistent with, gender dysphoria may, by 6 June

2025 if a member of the Active Component and by 7 July 2025 if a member of the Reserve Component, request voluntary separation, subject to the following:

a. Commanders will not direct or request any personal health information be provided by the requesting member or any other Department of Defense (DoD) personnel as part of a request for separation in accordance with this ALNAV.

b. Any remaining military service obligation will be waived for members requesting voluntary separation; any bonus received prior to 26 February 2025 and subject to a service obligation will not be recouped. Absent any other basis for separation or disenrollment, USNA and NROTC midshipmen will not be subject to monetary repayment of education benefits.

c. Characterization of service will be honorable except where the member's record otherwise warrants a different characterization.

d. For military personnel requesting voluntary separation and eligible for voluntary separation pay per references (j) and (k), CNO and CMC will authorize voluntary separation pay at a rate that is twice the amount of involuntary separation pay for which the member would have been eligible per reference (l). Voluntary separation pay is not payable to those with less than six years or more than 20 years of service. No member receiving voluntary separation pay in accordance with this ALNAV will be required to serve in the Ready Reserve.

e. CNO and CMC are authorized Temporary Early Retirement Authority for members with over 18 but less than 20 years of total active duty service who are eligible in accordance with reference (m) and separated in accordance with this ALNAV.

f. CNO and CMC will reassign, to their respective Service, members who request voluntary separation in accordance with this ALNAV and are currently assigned to the Office of the Secretary of Defense, Defense Agencies, DoD Field Activities, Combatant Commands, or other joint assignments.

g. Within 10 days after release of this ALNAV, individuals who requested voluntary separation per reference (a) may rescind their request after acknowledging via written administrative remarks

that: (1) the individual may remain subject to involuntary separation; and (2) if involuntarily separated, the individual will not be eligible for twice the amount of separation pay and may be subject to repayment of any bonuses.

h. The Secretary of the Navy will act as the separation authority for all separations pursuant to this ALNAV.

7. Involuntary Separations. On conclusion of the self-identification eligibility window, the Navy and Marine Corps will initiate involuntary separation processes pursuant to reference (o). Further guidance will be provided.

8. Waivers. Current military personnel and applicants for military service who are otherwise disqualified pursuant to this ALNAV may be considered for retention or accession waiver on a case-by-case basis if the individual meets the criteria for eligibility in reference (g). CNO and CMC will route, with favorable or unfavorable endorsement recommendations, requests for waivers from individuals who meet the criteria for eligibility in reference (g) to the Secretary of the Navy via the ASN (M&RA) for determination. Requests for waiver must articulate a compelling government interest that directly supports warfighting capabilities as defined in reference (g).

9. Administrative Absence.

a. Members with an approved exception to policy that is revoked pursuant to paragraph 4 above, and who have also requested voluntary separation pursuant to this ALNAV, will be offered administrative absence status pending

action on the member's separation. CNO and CMC may approve administrative absence for all other members requesting voluntary separation in accordance with this ALNAV. Members placed in an administrative absence status in accordance with this ALNAV will be entitled to full pay and benefits and will be designated as non-deployable until separation is complete.

b. Members in an administrative absence status will complete any pre-separation requirements, including the Transition Assistance Program per reference (n), and be afforded maximum flexibility to complete such requirements remotely or in civilian attire.

10. Consistent with existing law and policy, commanders will protect the privacy of protected health information they may receive under this policy in the same manner as they would any other protected health information. Such health information will be restricted to personnel with a specific need to know in order to conduct official duties. Personnel will be accountable for safeguarding health information consistent with law and policy.

11. CNO and CMC will prepare and maintain status updates per the reporting requirements of reference (e) and deliver to ASN (M&RA) within 30 days and continuing every 30 days thereafter.

12. ASN (M&RA) will provide additional direction for the execution of voluntary separations in accordance with this ALNAV and for identification of personnel for involuntary separations pursuant to reference (o).

13. Released by the Honorable John C. Phelan, Secretary of the Navy.//

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