

CLASSIFICATION: UNCLASSIFIED//
ROUTINE
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FM CNO WASHINGTON DC
TO NAVADMIN
INFO CNO WASHINGTON DC
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NAVADMIN 016/25

MSGID/NAVADMIN/CNO WASHINGTON DC/-/JAN//

SUBJ/GUIDANCE ON THE TERMINATION OF DIVERSITY, EQUITY, INCLUSION, AND
ACCESSIBILITY OFFICES AND CONTRACTS, REMOTE WORK, AND OFFICIAL SOCIAL
MEDIA ACCOUNTS//

REF/A/DOC/POTUS/20JAN2025//
REF/B/DOC/POTUS/20JAN2025//
REF/C/LTR/OPM/21JAN2025//
REF/D/LTR/ASN MRA/22JAN2025//
REF/E/DOC/POTUS/20JAN2025//
REF/F/LTR/OPM/22JAN2025//
REF/G/LTR/OSD/24JAN2025//

NARR/REF A IS EXECUTIVE ORDER ENDING RADICAL AND WASTEFUL GOVERNMENT DEI
PROGRAMS AND PREFERENCING.
REF B IS EXECUTIVE ORDER ON INITIAL RESCISSIONS OF HARMFUL EXECUTIVE
ORDERS AND ACTIONS.
REF C IS OFFICE OF PERSONNEL MEMORANDUM, INITIAL GUIDANCE REGARDING DEIA
EXECUTIVE ORDERS.
REF D IS ACTING ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE
AFFAIRS) MEMORANDUM, SUBJECT EXECUTIVE ORDER REGARDING CLOSING DIVERSITY,
EQUITY, AND INCLUSION OFFICES AND PROGRAMS.
REF E IS EXECUTIVE ORDER ON RETURN TO IN-PERSON WORK.
REF F IS THE OFFICE OF PERSONNEL MANAGEMENT MEMORANDUM REGARDING GUIDANCE
ON PRESIDENTIAL MEMORANDUM RETURN TO IN-PERSON WORK.
REF G IS OFFICE OF THE SECRETARY OF DEFENSE MEMORANDUM ON GUIDANCE
CONCERNING OFFICIAL SOCIAL MEDIA ACCOUNTS.//

GENTEXT/REMARKS/

1. Pursuant to references (a) through (g), the following guidance and
direction is provided:

(a) All agency Diversity, Equity, Inclusion, and Accessibility (DEIA)
offices are closed and all DEIA-related contracts terminated in
accordance with references (a) through (d).

(1) Concerns have been raised that some programs may have been
modified in a way that obscures their DEIA objectives. If you are aware
of a change in any contract description or personnel position description
since 05 Nov 24, to obscure the connection between the contract and DEIA
or similar ideologies, please report all facts and circumstances to
DEIAtruth(at)opm.gov by 01 Feb 25.

(2) There will be no adverse consequences for timely reporting of this information. However, failure to report this information by 01 Feb 25 may result in adverse consequences.

(3) By COB 25 Jan 25, Echelon II commands shall report on items 1.(a)(3)(a) through 1.(a)(3)(d) via email to the POCs listed in paragraph 2. Negative responses required. Echelon II commands shall collect inputs from lower echelons.

(a) Report completion of cancellation or deletion of all DEIA related instructions, guidance, naval messages, training requirements and scheduled training, to include training directives, orders, materials, equity, plans, and documents, and public facing media (websites, social media accounts, social media posts videos, etc).

(b) Identify any contracts related to DEIA and confirm termination.

(c) Identify any changes to DEI program or office names, contract, descriptions, or personnel position descriptions that have taken place since 05 Nov 2024.

(d) Identify any DEI related offices, to include the number of civilian employees that conduct DEI work.

(b) Remote Work. In accordance with references (e) and (f), this message serves as notification to all personnel of reference (e), the Presidential Executive Order on Return to In-Person Work. Additional guidance on the execution of references (e) and (f) is forthcoming.

(1) Civilian Employees. We expect DoD will establish a 30-day target date for teleworkers and remote workers. In accordance with Section III, Paragraph 1 of reference (f), eligible employees must work full-time at their respective duty stations unless excused due to a disability, qualifying medical condition, or other compelling reasons as certified by the agency head and the employee's supervisor. Commanders and senior leaders should encourage their employees to use this time to consider changes they may be required to make to personal and family schedules, and travel, in order to fully comply with an established return to office date.

(2) Military Personnel. Commanders will direct military personnel return to in-person work as soon as practicable.

(c) In accordance with reference (g), social media posts from official accounts at all levels of the Navy are temporarily suspended for 10 days effective 25 Jan 25, with the following exceptions:

(1) Social media communication concerning the Department of Defense's current operations defending our southern border. This is a top priority for the Department of Defense.

(2) The DoD recognizes the duty and responsibilities of military installation commanders to inform Service members, military families, veterans, base partners, and visitors about base activities and services. Nothing in this NAVADMIN or reference (g) should be interpreted as disrupting or ceasing normal installation base operations and activities. The suspension does not apply to normal installation base operations and activities including customer-focused content such as:

(i) Base conditions, activities, and services

(ii) DoD Education Activity school activities, operations, and notifications

(iii) Morale, Welfare, and Recreation and Commissary operations and activities

(iv) Recruiting related activities

2. Director, Navy Staff POCs:

CAPT Tony Then - Milciades.a.then2.mil(at)us.navy.mil

CDR Corby Bivans - joseph.c.bivans2.mil(at)us.navy.mil

CDR Duane Motley - duane.l.motley.mil(at)us.navy.mil LCDR Jeremy Orton -
Jeremy.m.orton.mil(at)us.navy.mil

3. Released by VADM Michael E. Boyle, Director of the Navy Staff.//

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