ANNEX A TO HQDA EXORD 248-21: EDUCATION AND TRAINING PLAN FOR THE IMPLEMENTATION OF ARMY POLICY ON MILITARY SERVICE OF TRANSGENDER PERSONS AND PERSONS WITH GENDER DYSPHORIA

1. (U) SITUATION: IAW REFERENCES A – D, THE SECRETARY OF DEFENSE AND THE SECRETARY OF THE ARMY ESTABLISHED POLICY REGARDING RESPONSIBILITY AND PROCEDURES FOR THE STANDARDS FOR RETENTION, ACCESSION, SEPARATION, IN-SERVICE TRANSITION, AND MEDICAL COVERAGE FOR TRANSGENDER PERSONNEL SERVING IN THE MILITARY SERVICES.

2. (U) MISSION. NLT 30 SEPTEMBER 2022, THE ARMY WILL CONDUCT EDUCATION AND TRAINING TO INFORM SOLDIERS AND LEADERS AT ALL LEVELS ON THE MILITARY SERVICE OF TRANSGENDER SOLDIERS.

3. (U) EXECUTION.

3.A. (U) INTENT.

3.A.1. (U) PURPOSE: ENABLE ARMY PERSONNEL TO ACT BASED UPON KNOWLEDGE IN THE TRANSGENDER PROCESS AND POLICY.

3.A.2. (U) KEY TASK:

3.A.2.A. (U) ENSURE ALL PERSONNEL UNDERSTAND ROLES, RESPONSIBILITIES AND ASSOCIATED PROCESSES.

3.A.2.B. (U) SUSTAIN THE EDUCATION AND TRAINING WITHIN THE INSTITUTIONAL AND UNIT PROGRAMS.

3.A.3. (U) END STATE: THE ARMY IS EDUCATED AND TRAINED ON THE POLICY ON MILITARY SERVICE OF TRANSGENDER SOLDIERS, WITH FUTURE TRAINING BEING FULLY INTEGRATED INTO EXISTING INSTITUTIONAL AND UNIT TRAINING PROGRAMS.

3.B. (U) CONCEPT OF OPERATION: THE TRAINING AND EDUCATING WILL BE CONDUCTED IN TWO PHASES:

3.B.1. (U) PHASE ONE: EDUCATE AND TRAIN (NLT 30 SEPTEMBER 2022). WILL BE EXECUTED BASED UPON “CONDITIONS BASED” CHAIN TEACHING APPROACH WITH THREE DIFFERENT TIERS.

3.B.1.A. (U) TIER ONE (SPECIAL STAFF). SENIOR LEADERS OF SPECIAL STAFF WILL CONDUCT EDUCATION AND TRAINING FOR SPECIAL STAFF TO COVER THE POLICY ON THE SERVICE OF TRANSGENDER SOLDIERS. SPECIAL STAFF CONSISTS OF THE CHAPLAIN, LEGAL, MEDICAL AND INSPECTOR GENERAL PERSONNEL. EDUCATION AND TRAINING/GUIDANCE FOR THE ACTIVE AND RESERVE COMPONENTS’ SPECIAL STAFF AND HQDA DCS, G-1 WILL BE COMPLETED NLT 22 DECEMBER 2021.

3.B.1.B. (U) TIER TWO (COMMANDERS AT ALL LEVELS). COMMANDERS AT ALL LEVELS MUST COMPLETE THE TIER 2 TRAINING PRIOR TO CONDUCTING THE CHAIN TEACHING MODULE FOR THEIR SUBORDINATES. EDUCATION AND TRAINING FOR ACTIVE AND RESERVE COMPONENTS’ COMMANDERS WILL BE COMPLETED NLT 22 MARCH 2022.

3.B.1.C. (U) TIER THREE (UNITS AND SOLDIERS). EDUCATION AND TRAINING FOR ACTIVE AND RESERVE COMPONENTS’ WITHIN THIS TIER WILL BE COMPLETED NLT 30 SEPTEMBER 2022.

3.B.2. (U) PHASE TWO (SUSTAINMENT OF EDUCATION AND TRAINING): EDUCATION AND TRAINING ON THE POLICY OF MILITARY SERVICE OF TRANSGENDER SOLDIERS WILL BE INCORPORATED INTO THE INSTITUTIONAL TRAINING BASE WHERE APPROPRIATE (INITIAL MILITARY TRAINING, PROFESSIONAL MILITARY/CIVILIAN EDUCATION, PRE-COMMAND AND EXECUTIVE LEVEL COURSES) NLT 15 OCTOBER 2022.

3.C. (U) TASKS TO ARMY STAFF AND SUBORDINATE UNITS.

3.C.1. (U) DCS, G-1:

3.C.1.A. (U) COORDINATE WITH ASA (M&RA) TO ENSURE EQUAL OPPORTUNITY (EO) AND SEXUAL HARASSMENT/ASSAULT RESPONSE AND PREVENTION (SHARP) TIER ONE EDUCATION AND TRAINING PRODUCTS ARE IAW THE POLICY ON MILITARY SERVICE OF TRANSGENDER PERSONS AND PERSONS WITH GENDER DYSPHORIA. COORDINATE WITH ASA (M&RA) TO PROVIDE REVISIONS TO EQUAL OPPORTUNITY EDUCATION.

3.C.1.B. (U) HQDA G-1 WILL DEVELOP AND SUBMIT LESSONS LEARNED INTO THE REPOSITORY. THE SERVICE CENTRAL COORDINATION CELL (SCCC) WILL ENTER LESSONS LEARNED INTO THE LESSONS LEARNED REPOSITORY PROVIDED BY TRADOC AT THE CENTER FOR LESSONS LEARNED (CALL).

3.C.2. (U) DCS, G-3/5/7:

3.C.2.A. (U) ENSURE ALL TIER ONE, TWO, AND THREE EDUCATION AND TRAINING SUPPORT PRODUCTS ARE PLACED INTO THE ARMY TRAINING NETWORK (ATN) ONCE APPROVED.

3.C.2.B. (U) PROVIDE A CONSOLIDATED QUARTERLY REPORT BY ACOM, ASCC, AND DRU ON THE EDUCATION AND TRAINING PROGRESS TO THE TRANSGENDER SERVICE IMPLEMENTATION GROUP (TSIG), THROUGH POC: HQDA DCS, G-1 POINT OF CONTACT: COL PEGGY MCMANUS, 703-695-7726, [PEGGY.R.MCMANUS.MIL@MAIL.MIL](mailto:PEGGY.R.MCMANUS.MIL@MAIL.MIL))

3.C.3. (U) OFFICE OF THE JUDGE ADVOCATE GENERAL (OTJAG): COMPLETE TIER ONE TRAINING FOR ALL ACTIVE AND RESERVE COMPONENTS’ JUDGE ADVOCATE GENERAL PERSONNEL IN THE ARMY NLT 22 DECEMBER 2021.

3.C.4. (U) OFFICE OF CHIEF OF CHAPLAINS (OCCH): COMPLETE TIER ONE TRAINING FOR ALL CHAPLAINS AND RELIGIOUS AFFAIRS SPECIALIST PERSONNEL IN THE ACTIVE AND RESERVE COMPONENT NLT 22 DECEMBER 2021.

3.C.5. (U) OFFICE OF THE SURGEON GENERAL (OTSG): COMPLETE TIER ONE TRAINING FOR ALL MEDICAL PROFESSIONAL PERSONNEL IN THE ACTIVE AND RESERVE COMPONENTS NLT 22 DECEMBER 2021.

3.C.6. (U) OFFICE OF THE INSPECTOR GENERAL (OTIG): COMPLETE TIER ONE TRAINING FOR ALL INSPECTOR GENERAL PERSONNEL IN THE ACTIVE AND RESERVE COMPONENTS NLT 22 DECEMBER 2021.

3.C.7. (U) COMMANDER, ARMY RESERVE COMMAND (USARC): COORDINATE WITH THE HQDA SPECIAL STAFF TO PROVIDE USAR COMPONENT SPECIFIC EXPERTISE AND RECOMMENDATIONS TO BE INCORPORATED INTO TRAINING SUPPORT PACKAGES AND/OR FUNCTIONAL GUIDANCE.

3.C.8. (U) CHIEF, NATIONAL GUARD BUREAU (CNGB): COORDINATE WITH THE HQDA SPECIAL STAFF TO PROVIDE ARNG COMPONENT SPECIFIC EXPERTISE AND RECOMMENDATIONS TO BE INCORPORATED INTO TRAINING SUPPORT PACKAGES AND/OR FUNCTIONAL GUIDANCE.

3.C.9. (U) COMMANDER, TRAINING AND DOCTRINE COMMAND (TRADOC):

3.C.9.A. (U) PROVIDE ACCESS TO HQDA DCS, G-1, SERVICE CENTRAL COORDINATION CELL (SCCC), FOR A REPOSITORY FOR LESSONS LEARNED AT THE CENTER FOR LESSONS LEARNED (CALL). CALL PROVIDES SUPPORT TO HQDA DCS, G-1 IN DESIGNING THE PORTAL AND PROVIDES TECHNICAL SUPPORT TO HQDA DCS, G-1. HQDA DCS, G-1 WILL DEVELOP AND SUBMIT LESSONS LEARNED INTO THE REPOSITORY. TRAINING MATERIAL AND POLICY WILL BE UPDATED BASED ON THE LESSONS LEARNED MATERIAL.

3.C.9.B. (U) INTEGRATE PHASE TWOSUSTAINMENT OF EDUCATION AND TRAINING ON THE POLICY ON MILITARY SERVICE OF TRANSGENDER PERSONS AND PERSONS WITH GENDER DYSPHORIA INTO THE INSTITUTIONAL TRAINING BASE AND EXISTING PROGRAMS NLT 15 OCTOBER 2022.

3.C.9.C. (U) DEVELOP GUIDANCE/TALKING POINTS FOR USAREC PERSONNEL ADDRESSING THE CURRENT POLICY WITH REGARD TO GENDER DYSPHORIA AND THE CHANGES TO THE ACCESSIONS POLICY, WHICH OCCURRED 30 APRIL 2021. PRIOR TO DISTRIBUTION, PROVIDE TO SCCC FOR REVIEW.

3.C.9.D. (U) ENSURE GUIDANCE/TALKING POINTS ARE PROVIDED TO THE ARMY NATIONAL GUARD STRENGTH DIVISION TO SUPPORT THEIR CHAIN TEACHING.

3.C.9.E. (U) PROVIDE ASSISTANCE TO HQDA SPECIAL STAFF AND KEY PERSONNEL IN ALL POLICY ON MILITARY SERVICE OF TRANSGENDER PERSONS AND PERSONS WITH GENDER DYSPHORIA TRAINING DEVELOPMENT TO SYNCHRONIZE EFFORTS AND ENSURE A CONSISTENT MESSAGE.

3.C.9.F. (U) ENSURE ALL TIER ONE, TWO, AND THREE EDUCATION AND TRAINING SUPPORT PRODUCTS ARE PLACED INTO THE ARMY TRAINING NETWORK (ATN) ONCE APPROVED.

3.C.9.G. (U) TRADOC MAY AUGMENT TRAINING SLIDES WITH TRADOC SPECIFIC VIGNETTES THAT HAVE BEEN PRE-APPROVED.

3.D. (U) COORDINATING INSTRUCTIONS.

3.D.1. (U) THIS EXORD AUTHORIZES EXECUTION.

3.D.2. (U) DIRLAUTH IS APPROVED TO COORDINATE AND EXECUTE TASKS.

3.D.3. (U) ALL SPECIAL STAFF AND KEY PERSONNEL (OTIG; OCCH; OTJAG; AND OTSG) WILL COORDINATE AND SYNCHRONIZE ALL GUIDANCE AND ALL EDUCATION AND TRAINING PRODUCTS WITH TRADOC AND CAC. TRAINING WILL BE COORDINATED WITH THE ASA (M&RA) AND THE DCS, G-1 IF IT DIFFERS FROM THE TIER ONE AND TIER TWO APPROVED TRAINING.

3.D.4. (U) ALL ACOMS/ASCC/DRU’S WILL SUBMIT REPORTS FOR TIERS TWO AND THREE ON A QUARTERLY BASIS (JAN, APR, JUL, OCT) NLT THE LAST DAY OF THE MONTH) TO THE HQDA DCS G-3/5/7, DAMO-TR POC, MAILBOX: (703) 614-0492, EMAIL: [USARMY.PENTAGON.HQDA-DCS-G-3-5-7.LIST.DCS-G3-DAMO-TRI@MAIL.MIL](mailto:USARMY.PENTAGON.HQDA.MBX.ARMYWATCH@MAIL.MIL). UTILIZE THE ENCLOSED REPORTING MEMORANDUM FORMAT. (SEE ANNEX C)

3.D.5. (U) ALL TRAINING SUPPORT PRODUCTS WILL BE PLACED INTO THE ARMY TRAINING NETWORK ONCE APPROVED.

4. (U) SERVICE SUPPORT. AS APPROPRIATE.

5. (U) COMMAND AND SIGNAL.

5.A. (U) COMMAND:

5.A.1. (U) TRADOC AND FORSCOM ARE THE SUPPORTED COMMANDS FOR EDUCATION AND TRAINING ON THE POLICY ON MILITARY SERVICE OF TRANSGENDER SOLDIERS FOR TIER TWO AND THREE AND THE SUPPORTING COMMAND FOR TIER ONE.

5.A.2. (U) HQDA DCS, G-1; OTIG; OTJAG; OCCH; AND OTSG/MEDCOM ARE THE SUPPORTED COMMANDS FOR TIER ONE FUNCTIONAL TRAINING AND SUPPORTING COMMANDS FOR TIERS TWO AND THREE.

5.A.3. (U) DCS, G-3/5/7; USARC; DARNG; AND USMA ARE SUPPORTING COMMANDS FOR ALL TIERS.

5.A.4. (U) THE ASA (M&RA) HAS OVERSIGHT OF THE POLICY ON MILITARY SERVICE OF TRANSGENDER PERSONS AND PERSONS WITH GENDER DYSPHORIA. HQDA DCS, G-1, IS THE LEAD FOR IMPLEMENTATION/ EXECUTION.

5.B. (U) SIGNAL:

5.B.1. (U) HQDA G-3/5/7 POINT OF CONTACT: LTC CRISTIAN SCHAFFHAUSER, (703) 614-0492, [CRISTIAN.I.SCHAFFHAUSER.FM@MAIL.MIL](mailto:CRISTIAN.I.SCHAFFHAUSER.FM@MAIL.MIL)

5.B.2. (U) HQDA DCS, G-1 POINT OF CONTACT: COL PEGGY MCMANUS, (703) 695-7726, [PEGGY.R.MCMANUS.MIL@MAIL.MIL](mailto:PEGGY.R.MCMANUS.MIL@MAIL.MIL)

5.B.3. (U) HQDA OTJAG, POINT OF CONTACT: MAJ CYNTHIA MARSHALL, COMM: (571) 256-2895, CYNTHIA.MARSHALL2.MIL@MAIL.MIL

5.B.4. (U) TRADOC, G-1/4, (ATTG-OPS) POINT OF CONTACT: MR. JAMIE SISLER, COMM: (757) 501-6864, JAMIE.L.SISLER.CIV@MAIL.MIL

5.B.5. (U) OTSG POC IS COL TRAVIS RICHARDSON, COMM: (703) 681-1646, [TRAVIS.B.RICHARDSON3.MIL@MAIL.MIL](mailto:TRAVIS.B.RICHARDSON3.MIL@MAIL.MIL)

5.B.6. (U) ASA (M&RA) POC IS COL DEIDRA BRIGGSANTHONY, COMM: (703) 693-1921, [DEIDRA.E.BRIGGSANTHONY.MIL@MAIL.MIL](mailto:DEIDRA.E.BRIGGSANTHONY.MIL@MAIL.MIL)

5.B.7. (U) OCCH POC IS LTC SHMUEL FELZENBERG, COMM: (703) 695-0341, [SHMUEL.L.FELZENBERG.MIL@MAIL.MIL](mailto:SHMUEL.L.FELZENBERG.MIL@MAIL.MIL)

6. (U) EXPIRATION DATE OF THIS ANNEX IS 30 NOVEMBER 2022.

ACKNOWLEDGE:

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