



**SECRETARY OF THE ARMY
WASHINGTON**

07 MAY 2012

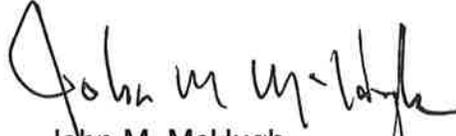
MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2012-11 (Exception to the Direct Ground Combat Assignment Rule)

1. The Secretary of Defense considered a request from the Department of the Army to open positions in specific occupational specialties within select direct ground combat units down to battalion level and has approved this exception to policy. Accordingly, this directive announces a limited exception to Army Regulation 600-13 (Army Policy for the Assignment of Female Soldiers), dated 27 March 1992, to permit the assignment of female Soldiers serving in specialties open to women to positions in the battalion headquarters and headquarters companies of maneuver battalions in select units.
2. This exception will apply only to the following U.S. Army Forces Command and U.S. Army Pacific Command units: 2-1 Cavalry Division, 2-4 Infantry Division, 3d Cavalry Regiment, 3-1 Cavalry Division, 3-1 Infantry Division, 3-10 Mountain Infantry Division, 4-101 Air Assault Division, 2-25 Infantry Division and 3-25 Infantry Division.
3. Female officers at the company grade level and noncommissioned officers in the ranks of sergeant through sergeant first class are eligible for assignment to positions in the headquarters and headquarters companies of maneuver battalions in the above named units. The enclosure provides specific details about military occupational specialties included in the implementation of this exception to policy. Female Soldiers assigned pursuant to this exception to policy will remain so assigned until a subsequent reassignment event occurs, such as promotion out of the job, career progression, separation from the Service or other administrative action.
4. Division and corps G-1s, U.S. Army Human Resources Command and brigade combat team commanders and S-1s are responsible for executing the provisions of this exception to policy within the designated units. This directive applies to the Active Army only. Detailed implementing guidance is in the enclosure.
5. As the proponent for Army Regulation 600-13, the Deputy Chief of Staff, G-1 is hereby delegated the authority to approve future revisions to guidance and procedures related to this exception to policy. This limited exception to policy does not require a revision to Army Regulation 600-13 at this time.

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6. This directive takes effect on 14 May 2012.



John M. McHugh

Enclosure

DISTRIBUTION:

Principal Officials of Headquarters, Department of the Army
Commander

- U.S. Army Forces Command
- U.S. Army Training and Doctrine Command
- U.S. Army Materiel Command
- U.S. Army Europe
- U.S. Army Central
- U.S. Army North
- U.S. Army South
- U.S. Army Pacific
- U.S. Army Africa
- U.S. Army Special Operations Command
- Military Surface Deployment and Distribution Command
- U.S. Army Space and Missile Defense Command/Army Forces Strategic Command
- U.S. Army Network Enterprise Technology Command/9th Signal Command (Army)
- U.S. Army Medical Command
- U.S. Army Intelligence and Security Command
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- Commander, U.S. Army Cyber Command
- Director, Office of Business Transformation
- Executive Director, Army National Cemeteries Program
- Director, Army National Guard
- Chief, General Officer Management Office

GUIDANCE FOR IMPLEMENTING THE EXCEPTION TO THE DIRECT GROUND COMBAT ASSIGNMENT RULE POLICY

Implementation. Implementation of the Secretary of Defense grant of an exception to policy to permit the Department of the Army to open positions in specific occupational specialties within select direct ground combat units down to battalion level will occur in three phases.

Phase 1: The Director, Human Resources Policy Directorate, Office of the Deputy Chief of Staff (DCS), G-1, will develop and execute a strategic communications plan and provide it to each participating division/corps public affairs officer. The point of contact for the Headquarters, Department of the Army (HQDA) DCS, G-1 Public Affairs Office is Susan Anderson at (703) 695-5246 or susan.r.anderson40.civ@mail.mil.

Units identified to participate will conduct enhanced equal opportunity (EO)/sexual harassment assault response prevention (SHARP) training. All training will be conducted down to the squad level and must be completed no later than 3 weeks after the date of this directive. Enhanced EO/SHARP training will facilitate team building skills. The following additional training topics and actions are directed:

- Who's on Your Team? (a video from the Defense Equal Opportunity Management Institute (DEOMI))—small group discussion;
- Conduct of the DEOMI organizational climate survey (this will also satisfy the mandatory requirement for a 90-day change of command or annual command climate survey, as applicable);
- Group Development—small group discussion;
- Prevention of Sexual Harassment—small group discussion.

EO training packages and the link to SHARP training are on the HQDA EO Web site at www.armyg1.army.mil/eo. Unless otherwise noted, all training is leader led.

The U.S. Army Research Institute (ARI) will begin interviews and focus group activities with participating chains of command, staff and female Soldiers immediately upon publication of this directive and will conclude no later than 30 September 2012. ARI will use interview protocols approved by the DCS, G-1 and will conduct interviews and focus group activities with selected individuals. ARI will coordinate with designated unit points of contact for requirements to meet the timeline for interview and focus group activities and will forward this execution timeline to MAJ Trina Rice, Chief, Women in the Army, Office of the DCS, G-1 at trina.rice.mil@mail.mil no later than 5 duty days after publication of this directive. ARI will also conduct additional research on the effects associated with the attachment of female Soldiers to maneuver battalions by attachment or fragmentary orders during deployment.

Enclosure

Phase 2: This phase begins with the assignment of female Soldiers to participating maneuver battalions. Standard counseling for the newly assigned female Soldiers will be conducted in accordance with Army Regulation 623-3 (Evaluation Reporting System) and Department of the Army Pamphlet 623-3 (Evaluation Reporting System).

Phase 3: ARI will collect, compile, analyze, package and present assessment details. This phase will conclude no later than 30 September 2012. ARI may request additional information from participating units throughout the assessment period. Personally identifiable information will not be included in documents ARI or participating units forward to HQDA.

Authorized Military Occupational Specialties. Females in the following military occupational specialties are authorized to participate:

Officers: Adjutant General (AG 42B), Chaplain (CH 56A), Chemical (CM 74A), Field Artillery (FA 13A), Logistics (LG 90A), Medical Corps (MC 62B), Medical Service (MS 70B), Military Intelligence (MI 35D), Signal (SC 25A) and Special Branch Physician's Assistant (SP 65D). Substitution areas of concentration, where appropriate, are authorized to fill these modified tables of organization and equipment positions (for example, 90A may serve as the S-4 in an infantry battalion).

Noncommissioned Officers: Adjutant General (AG 42A); Chemical (CM 74D); Logistics (LG 92Y); Medical Service (MS 68W); Military Intelligence (MI 35F); and Signal (SC 25U). Individuals in promotable status may serve in the next grade. Sergeants in promotable status will not serve in a position designated for fill by a Sergeant First Class. Substitution military occupational specialties, where appropriate, are authorized to fill these modified tables of organization and equipment positions (for example, 25B30 may fill the 25U30 position).

The target is to assign 35 females to a brigade combat team. No ratio of male to female or enlisted to officer assignment is mandated.

Coordinating Instructions

The U.S. Army Forces Command G-1, U.S. Army Pacific G-1, U.S. Army Human Resources Command, ARI, division/corps G-1s of participating commands, and the commanders, command sergeants major and S-1s of participating brigade combat teams will provide representation and participation in teleconferences as directed by the Director, Human Resources Policy Directorate, Office of the DCS, G-1.

Each participating division/corps will designate one individual to serve as the single point of contact for this assessment. This individual will be the liaison between the Chief, Women in the Army, Office of the DCS, G-1 and the respective division or corps.

Forward the POC's name, email address and telephone number to MAJ Rice at trina.rice.mil@mail.mil no later than 2 duty days after publication of this directive.

Human Resources Command will disseminate a message to military personnel detailing the execution of the assignment process associated with the implementation of this exception to policy for release no later than 1 day after publication of this directive.

Points of Contact

HQDA DCS, G-1 Women in the Army: MAJ Trina Rice, (703) 604-0620 or trina.rice.mil@mail.mil.

HQDA EO: LTC Timothy Wall, (703) 604-0622 or timothy.c.wall.mil@mail.mil.

HQDA SHARP: Mr. Mark Joyner, (703) 604-0694 or mark.a.joyner.civ@mail.mil.

ARI: Dr. Tonia Heffner, (703) 545-4408 or tonia.s.heffner.civ@mail.mil.

Army DCS, G-1 Public Affairs Office: Susan Anderson, (703) 695-5246 or susan.r.anderson40.civ@mail.mil.