SECRETARY OF THE ARMY
WASHINGTON

27 JUN 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2012-16 (Changes to Army Policy for the Assignment of Female Soldiers)

1. References:

a. Army Regulation (AR) 600-13 (Army Policy for the Assignment of Female Soldiers), 27 Mar 92.

b. Memorandum, Secretary of Defense, 13 Jan 94, subject: Direct Ground Combat Definition and Assignment Rule.

c. Memorandum, Secretary of Defense, 9 Feb 12, subject: Implementation of Women in the Services Review Policies.

d. Memorandum, Under Secretary of Defense for Personnel and Readiness, 26 Apr 12, subject: Implementation of Changes to the 1994 Direct Ground Combat Definition and Assignment Rule.

2. Effective 14 May 2012, the portion of the 1994 Department of Defense Direct Ground Combat Definition and Assignment Rule (reference 1b) that permits the Services to bar the assignment of women to units and positions doctrinally required to physically colocate and remain with direct ground combat units was rescinded (references 1c and 1d). AR 600-13 (reference 1a), published in 1992, has not kept pace with the changing operational environment and personnel requirements of the last 10 years and does not reflect these recent changes to Department of Defense policy. This directive changes Army policy for the assignment of female Soldiers as set forth in AR 600-13.

3. Effective 14 May 2012, AR 600-13 is revised to remove references to and information regarding application of the collocation provision and better to align Army policy with that of the Department of Defense, as follows:

a. Throughout AR 600-13:

(1) the words "routine mission" are deleted and replaced with the words "primary mission."

(2) the words and definition of "direct combat" are deleted and replaced by the words "direct ground combat" and the definition thereof set forth in Department of Defense policy (reference 1b).

(3) references to the "Deputy Chief of Staff for Personnel," "DCSPER" and "ODCSPER" are deleted and replaced with "Deputy Chief of Staff, G-1."

(4) references to the "Deputy Chief of Staff for Operations," "DCSOPS" and "ODCSOPS" are deleted and replaced with "Deputy Chief of Staff, G-3/5/7."

b. Parts of AR 600-13 are changed as specified:

(1) Paragraph 1-12a is changed to read: Female Soldiers are allowed to serve in any officer or enlisted specialty or position except in those specialties, positions or units (battalion size or smaller) that are assigned a primary mission to engage in direct combat on the ground.

(2) Chapter 2 is changed as follows:

(a) Direct Combat Position Coding (DCPC) System. The DCPC will be renamed the Direct Ground Combat Position Coding (DGCPC) System and will remain the system that implements Army policy for assigning women in both the Active Army and Reserve Component. The DGCPC will no longer use "routine collocation" as a dimension to classify a position within a modified table of organization and equipment (MTOE) document.

(b) Paragraph 2-1b(3). Delete.

(c) Paragraph 2-3b(1)(a). The primary mission of the specialty or position requires engagement in direct combat on the ground.

(d) Paragraph 2-3b(1)(b). The position is in a battalion or smaller size unit that has a primary mission to engage in direct combat on the ground.

(e) Paragraphs 2-3b(1)(c) and 2-3b(1)(d). Delete.

(3) Figure 2-1: Delete.

(4) Appendix A, Related Publications: add

(a) Title 10, United States Code, section 652

(b) Report to Congress on the Review of Laws, Policies and Regulations Restricting the Service of Female Members in the U.S. Armed Forces, Feb 12.

(c) Memorandum, Secretary of Defense, 13 Jan 94, subject: Direct Ground Combat Definition and Assignment Rule.

(d) Memorandum, Secretary of Defense, 9 Feb 12, subject: Implementation of Women in the Services Review Policies.

(e) Memorandum, Under Secretary of Defense for Personnel and Readiness, 26 Apr 12, Implementation of Changes to the 1994 Direct Ground Combat Definition and Assignment Rule.

(5) Glossary, Section II, Terms

(a) Collocation. Delete.

(b) Direct Ground Combat. Engaging an enemy on the ground with individual or crew-served weapons while being exposed to hostile fire and to a high probability of direct physical contact with the hostile force's personnel. Direct ground combat takes place well forward on the battlefield while locating and closing with the enemy to defeat them by fire, maneuver or shock effect.

(c) Routine. Delete.

4. As a result of these changes in policy:

a. The Army is permitted to recruit and train female Soldiers for and award female Soldiers the following military occupational specialties: 13M (Multiple Launch Rocket System (MLRS) Crewmember), 13P (MLRS Operations/Fire Direction Specialist), 13R (Field Artillery Firefinder Radar Operator Specialist), 91A (M1 Abrams Tank System Maintainer), 91M (Bradley Fighting Vehicle System Maintainer) and 91P (Artillery Mechanic).

b. The Army is permitted to assign female Soldiers serving in specialties open to females to the following types of organizations: High Mobility Artillery Rocket System, MLRS, Area Clearance Platoons, Headquarters Section of Clearance Companies and Training Battalions/Opposing Force units.

c. Positions, specialties and units affected by paragraphs 4a and 4b will now show a DGCPC of P2 (open). Organizations using this coding system will make such changes in appropriate documentation and systems.

5. The provisions of this directive are effective 14 May 2012.

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6. The Deputy Chief of Staff, G-1 is the proponent for the assignment of female Soldiers and is delegated the authority to approve exceptions to this policy, consistent with applicable law, regulation and policy, including Title 10, United States Code, section 652. The Deputy Chief of Staff, G-3/5/7 is the proponent for AR 71-32 (Force Development and Documentation—Consolidated Policies). In all instances where the guidance in this directive is in contradiction with AR 600-13 or AR 71-32, this directive takes precedence. The policies in this directive will be incorporated into the next revisions of AR 600-13 and AR 71-32.

7. This directive is rescinded upon publication of the revised ARs 600-13 and 71-32.

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