



***Repeal of Don't Ask,  
Don't Tell (DADT)***

# Repeal of Don't Ask, Don't Tell

## *Introduction*

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### ❖ Purpose of Brief:

- Inform Airmen about repeal and its effects
- NOT to change individual beliefs

### ❖ Expectations During Brief:

- Ask policy-focused questions
- Maintain professional demeanor

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# What Is the New Policy?

## *The Policy – Effective Upon Repeal*

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### ❖ What's new?

- No discharge based on sexual orientation
- Not a factor in recruitment and retention

### ❖ What has NOT changed?

- Evaluation based on merit, fitness and capability
- Sexual misconduct = grounds for administrative or legal action

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# Is There a New Policy . . .

*For Civilian Employees and DoD Contractors?*

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- ❖ **There is no new policy for DoD civilian employees**
  - **DoDD 1020.02 prohibits unlawful employment discrimination based on sexual orientation**
  
- ❖ **Contractor employees should address any concerns with their supervisor at the company of employment**

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# What Is the New Policy?

## *Key Policy Features*

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### ❖ Sexual Orientation is:

- A personal and private matter
- NOT a bar to military service
- NOT a basis for discharge

### ❖ The DoD maintains:

- Zero tolerance for harassment, violence or discrimination

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# How Is the New Policy Enforced?

## *Standards of Conduct*

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- ❖ **Apply without regard to sexual orientation**
- ❖ **Violations may be punished as:**
  - **Violation of a lawful regulation**
  - **Disobeying an order**
  - **Dereliction of duty**
- ❖ **Possible disciplinary and administrative actions to include involuntary separation**

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# How Is the New Policy Enforced?

## *Uniform Code of Military Justice (UCMJ)*

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- ❖ **Remains legal foundation of good order and discipline**
- ❖ **Enforces standards of conduct and laws**
- ❖ **Prohibits harassment, sexual assault or other violence**
- ❖ **Punishes sexual misconduct of all Service members**

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# What If . . .

## *I Have Moral or Religious Concerns?*

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### ❖ Rights:

- Free exercise of religious expression, within law and policy, remains unchanged
- Maintain beliefs
- Discuss concerns with commander/chaplain

### ❖ Responsibilities:

- Continue to treat all with dignity and respect
- Continue to follow all lawful orders

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# What Can I Expect . . .

## *From My Chaplain?*

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- ❖ **Free exercise of religion and duty to care for all remains unchanged**
- ❖ **In the context of their religious ministry, chaplains are not required to take actions inconsistent with their religious beliefs**

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# What If . . .

## *I Want an Early Discharge?*

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- ❖ **No policy for early discharge based on:**
  - **Opposition to repeal**
  - **Opposition to serving or living with gay, lesbian or bisexual members**
  
- ❖ **Provision for voluntary discharge remains the same, and is granted only when in the best interest of the Air Force**

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# How Does This Policy Affect . . .

## *Privacy and Cohabitation?*

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- ❖ **No segregation of facilities, quarters, berthing or practices based on sexual orientation**
- ❖ **Commanders retain the authority to address concerns on a case-by-case basis**

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# How Does This Policy Affect . . .

## *Medical Readiness?*

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- ❖ Existing practices ensure medical readiness
- ❖ No change to medical policies
- ❖ Medical information still protected by HIPAA

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# How Does This Policy Affect . . .

## *Equal Treatment?*

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- ❖ All Airmen shall be evaluated only on individual merit, fitness and capability
- ❖ Use existing mechanisms such as chain of command, IG, etc., for redress of issues based on sexual orientation

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# How Does This Policy Affect . . .

## *Data and Records?*

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- ❖ **No requirement to ID sexual orientation**
- ❖ **No collection or maintenance of information on sexual orientation**
- ❖ **Privacy protection applies to information voluntarily provided by Service members such as:**
  - **SGLI beneficiary**
  - **Emergency notification contact**

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# How Does This Policy Affect . . .

## *Co-Location?*

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- ❖ **Defense of Marriage Act (DOMA) currently recognizes only opposite-sex marriage**
- ❖ **No DoD sponsored co-location for same-sex dual-military couples**
- ❖ **Any Airman may request hardship-based assignment accommodation**

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# How Does This Policy Affect . . .

## *Overseas Assignments?*

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- ❖ **Current policies remain in effect**
- ❖ **Information provided on host-country laws, to include homosexuality**
- ❖ **No funding or country clearance for same-sex partner**
- ❖ **Any Airman may request hardship-based assignment accommodation**

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# How Does This Policy Affect . . .

## *Accession and Recruiting?*

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- ❖ **No requirement to declare sexual orientation**
- ❖ **Sexual orientation NOT a bar to military service**

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# How Does This Policy Affect . . .

## *Re-Accession?*

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- ❖ **Reentry based on past performance, character of service and Air Force needs**
- ❖ **Prior Service members may seek reentry if separated under Don't Ask, Don't Tell**
- ❖ **No requirement to petition for change of adverse reentry codes PRIOR to reentry**

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# How Does This Policy Affect . . .

## *Claims and Redress?*

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- ❖ **No change to existing policy**
- ❖ **No retroactive change to lawful standards**
- ❖ **Any Airman may petition for redress**

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# How Does This Policy Affect . . .

## *Family Members and Family Support Services?*

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- ❖ **Family Support Services will continue to offer information and referral services to all**
- ❖ **Families will be offered repeat information through various avenues**
- ❖ **What is the impact to eligibility for:**
  - **Family Advocacy Services**
  - **Child Development Services**
  - **Youth Services**

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# How Does This Policy Affect . . .

## *Benefits Policy?*

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- ❖ **Same-sex partner does NOT qualify for benefits such as:**
  - **Medical**
  - **BAH**
  - **Travel /Transport Allowance**
  - **Family Separation Allowance**
  - **Survivor Benefit Plan (death on active duty)**

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# How Does This Policy Affect . . .

## *Beneficiaries?*

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- ❖ **As always, any person may be designated as beneficiary for certain benefits:**
  - **Thrift-Savings Plan**
  - **Death Gratuity**
  - **SGLI**
  - **Unpaid Pay and Allowances**
  - **Survivor Benefit Plan at Retirement – only if qualified as an insurable interest**

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# How Does This Policy Affect . . .

## *Military Family Housing?*

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- ❖ **Current policies still apply for Airmen with statutorily authorized dependents**
- ❖ **Non-dependents are generally NOT authorized to reside in military family housing**
- ❖ **Exceptions made without regard to sexual orientation**

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# Repeal of the Don't Ask, Don't Tell

## *Summary*

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### **Brief Provided:**

- ❖ **Information regarding DADT and its effects**
- ❖ **Reminders of:**
  - **Air Force Core Values**
  - **Air Force diversity and unit cohesion**
  - **Standards of conduct**
- ❖ **Until the date of repeal, current policy remains in effect**

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