



SECRETARY OF THE ARMY  
WASHINGTON

29 JAN 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2016-01 (Expanding Positions and Changing the Army Policy for the Assignment of Female Soldiers)

1. References. A complete list of references is at the enclosure.
2. With the opening of all remaining positions in conventional force units to women, the Army no longer has a separate policy for the assignment of female Soldiers. All assignment policies are addressed in Army Regulation (AR) 71-32, AR 135-100, AR 140-50, AR 350-51, AR 570-4, AR 601-50, AR 601-210, AR 611-1, AR 614-100, or AR 614-200.
3. The Department of the Army is opening the remaining 125,318 additional positions in conventional force units to women.
  - a. The following military occupational specialties (MOSs) are open to women: 11A (Infantry Officer); 11B (Infantryman); 11C (Indirect Fire Infantryman); 11Z (Infantry Senior Sergeant); 13F (Fire Support Specialist); 19A (Armor, General); 19B (Armor); 19C (Cavalry); 19D (Cavalry Scout); 19K (Armor Crewmember); and 19Z (Armor Senior Sergeant).
  - b. In addition, the following skill identifiers are open to women: Functional Courses B1 (Infantry Mortar NCO Leader), B2 (Light Leaders Course), B4 (Sniper), B7 (Bradley Transition Course), B8 (Anti-Armor Leaders Course), C2 (Dragon Gunnery), E9 (M901 Improved TOW Vehicle Gunner/Crew Training), K8 (Master Gunnery M1A2 Tank), L7 (Joint Fires Observer), R4 (Stryker Armored Vehicle Operations/Maintenance), R8 (Mobile Gun System Master Gunner), 3J (M1A2 Abrams Tank), 3Z (Mortar Unit Officer), 5R (Ranger), and 5S (Ranger Parachutist). The Army is also opening skill qualification identifiers G (Ranger), T (1st Special Forces Operational Detachment-Delta Unit Operator), and V (Ranger Parachutist).
4. The Department of the Army is also opening to women the remaining 7,475 career management field 18 and Ranger-coded positions within U.S. Army Special Operations Command Headquarters, 1st Special Forces Command (Airborne) (Provisional), and the U.S. Army John F. Kennedy Special Warfare Center and School; 3,742 positions in the 75th Ranger Regiment; and 2,265 positions within the National Guard 19th and 20th Special Forces Groups, for a total of 13,482 positions.

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a. The following career management field 18 occupations are open to women: 18A (Special Forces Officer), 18B (Special Forces Weapons Sergeant), 18C (Special Forces Engineer Sergeant), 18D (Special Forces Medical Sergeant), 18E (Special Forces Communications Sergeant), 18F (Special Forces Assistant Operations and Intelligence Sergeant), 18Z (Special Forces Senior Sergeant), and 180A (Special Forces Warrant Officer).

b. In addition, the following skill identifiers are open to women: Functional Courses Q5 (Special Forces Combat Diving, Medical); S6 (Special Forces Combat Diving, Supervision); W3 (Special Forces Sniper); W7 (Special Forces Underwater Operations); and 4W (Underwater Special Operations). The Army is also opening skill qualification identifier W (Special Forces Advanced Reconnaissance, Target Analysis Exploitation Techniques).

5. Division and Corps G-1s, U.S. Army Human Resources Command, and brigade-level commanders and S-1s are responsible for executing the provisions of this directive.

6. The Army National Guard (ARNG) Directorate G-1, State Adjutants General, commanders, and S-1s are responsible for executing the provisions of this directive in ARNG units. The ARNG will provide additional implementing guidance to its commanders and S-1s.

7. The 30-day congressional notification period that Title 10, U.S. Code, section 652 requires was completed on 2 January 2016.

8. Effective immediately, changes to assignment policies include the following language and guidance, which proponents will incorporate into the appropriate regulations as follows:

a. AR 71-32. Add a new paragraph 5-13:

5-13. Identity code guidance

a. With the elimination of the direct ground combat restriction, identity codes serve as the sole means of indicating where an assignment restriction exists for males or females. The direct combat position code is no longer in effect for the assignment and utilization of women in the U.S. Army. All personnel positions listed in the requirements document will be assigned a gender code based on current guidance.

b. The proponent for gender codes is the DCS, G-1.

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c. Any request to change position coding for an occupation, position, or unit based on gender must be forwarded to the DCS, G-1. The Secretary of Defense is the final approval authority for changes.

b. AR 135-100. Revise paragraph 3-15 (Branch) to read:

The branch of assignment for applicants will be determined by the authority tendering appointment. The branch will be based on the applicant's qualifications and the needs of the Service.

c. AR 140-50

(1) Delete paragraph 2-4c.

(2) Delete paragraph 3-1c(2).

(3) Delete paragraph 4-8b(7).

d. AR 350-51

(1) Revise paragraph 3-2a(1) to read:

Applicants—2-combat arms, 2-combat support arms, and 2-combat service support arms. One combat arms branch must be among the first three choices. The remaining four branch choices will be at the applicant's discretion.

(2) Delete paragraph 3-2a(2) and renumber paragraph 3-2a(3) to 3-2a(2).

e. AR 570-4

(1) Delete paragraph 6-14 in its entirety and revise the paragraph to read:

6-14. Policy

All military positions are interchangeable unless otherwise specified in accordance with Army policy. In some cases, positions may be designated to provide male or female privacy. For example, correction specialists are required to be of the same sex as the prisoners they search. Requests to designate privacy positions will be submitted in accordance with paragraph 10-21.

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- f. AR 601-50. Delete paragraph 11a(2) and renumber paragraph 11a(3) as 11a(2).
- g. AR 601-210. Delete paragraph 6-9b. Renumber paragraphs 6-9c and 6-9d as 6-9b and 6-9c, respectfully.

- h. AR 611-1

- (1) Delete paragraph 1-6b(4)(j). Renumber paragraphs 1-6b(4)(k) and 1-6b(4)(l) as 1-6b(4)(j) and 1-6b(4)(k), respectively.

- (2) Delete paragraph 3-6c.

- (3) Delete paragraphs 4-7a and 4-7b. Revise paragraph 4-7 as follows:

- 4-7. Officer Designation/Utilization

- Commissioned officers will be appointed and assigned in branches, functional areas, and areas of concentration in accordance with applicable DA and DOD policy.

- (4) Delete paragraphs 5-4a and 5-4b. Revise paragraph 5-4 as follows:

- 5-4. Warrant Officer Designation/Utilization

- Warrant officers will be appointed and assigned in branches, functional areas, and areas of concentration in accordance with applicable DA and DoD policy.

- (5) Delete paragraphs 6-2a and 6-2b. Revise paragraph 6-2 as follows:

- 6-2. Enlisted Soldier Designation/Utilization

- Enlisted Soldiers will be accessed and assigned MOSs in accordance with applicable DA and DoD policy.

- i. AR 614-100

- (1) Revise paragraph 1-5i to read:

- Officers will be appointed and assigned in branches, functional areas, and areas of concentration in accordance with applicable DA and DoD policy.

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(2) Delete paragraph 1-6b. Renumber paragraphs 1-6c and 1-6d as 1-6b and 1-6c, respectively.

(3) Delete paragraph 3-1n.

j. AR 614-200

(1) Revise paragraph 3-2i as follows:

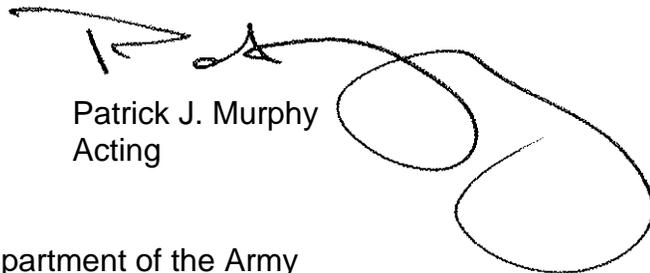
Enlisted Soldiers will be assigned to positions in accordance with applicable DA and DoD policy.

9. The changes outlined in paragraph 8 constitute the Army's updated assignment policy. The policy is effective immediately and applies to the Regular Army, Army National Guard/Army National Guard of the United States, and U.S. Army Reserve. This directive rescinds references c through l. The Deputy Chief of Staff, G-1 will rescind reference r in accordance with applicable Army policy.

10. The Deputy Chief of Staff, G-1 is the proponent for the Army's policy for the assignment of personnel. In all instances where the guidance in this directive contradicts the provisions of AR 71-32, AR 135-100, AR 140-50, AR 350-51, AR 570-4, AR 601-50, AR 601-210, AR 611-1, AR 614-100, or AR 614-200, this directive takes precedence.

11. This directive remains in effect until all the updated guidance identified in paragraph 8 is published.

Encl

  
Patrick J. Murphy  
Acting

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## REFERENCES

- a. Memorandum, Secretary of Defense and Chairman of the Joint Chiefs of Staff, Jan 24 2013, subject: Elimination of the 1994 Direct Ground Combat Definition and Assignment Rule.
- b. Memorandum, Secretary of Defense, Dec 3, 2015, subject: Implementation Guidance for the Full Integration of Women in the Armed Forces.
- c. Army Directive (AD) 2012-11 (Exception to the Direct Ground Combat Assignment Rule), 7 May 2012 (hereby rescinded).
- d. AD 2012-16 (Changes to Army Policy for the Assignment of Female Soldiers), 27 June 2012 (hereby rescinded).
- e. AD 2013-19 (Expanding Positions for the Assignment of Female Soldiers), 6 August 2013 (hereby rescinded).
- f. AD 2014-04 (Expanding Positions for the Assignment of Female Field Artillery Officers), 4 March 2014 (hereby rescinded).
- g. AD 2014-16 (Expanding Positions in Open Occupations for the Assignment of Female Soldiers), 17 June 2014 (hereby rescinded).
- h. AD 2014-24 (Expanding Positions in Open Occupations for the Assignment of Female Soldiers Within U.S. Army Special Operations Aviation Command), 3 September 2014 (hereby rescinded).
- i. AD 2015-08 (Expanding Positions in Open Occupations for the Assignment of Female Soldiers Within U.S. Army Special Operations Command), 25 February 2015 (hereby rescinded).
- j. AD 2015-18 (Expansion of Skill Identifier 3X (Bradley Infantry Fighting Vehicle Commander's Course) to Female Soldiers), 24 March 2015 (hereby rescinded).
- k. AD 2015-27 (Expanding Positions for the Assignment of Enlisted Female Combat Engineer Soldiers), 16 June 2015 (hereby rescinded).
- l. AD 2015-41 (Expanding Positions for the Assignment of Enlisted Female Soldiers to Military Occupational Specialties 13B (Cannon Crewmember) and 13 D (Field Artillery Automated Tactical Data System Specialist)), 28 October 2015 (hereby rescinded).
- m. Army Regulation (AR) 71-32 (Force Development and Documentation), 1 July 2013.

Enclosure

- n. AR 135-100 (Appointment of Commissioned and Warrant Officers of the Army), 1 September 1994.
- o. AR 140-50 (Officer Candidate School, Army Reserve), 15 October 1999.
- p. AR 350-51 (United States Army Officer Candidate School), 11 June 2001.
- q. AR 570-4 (Manpower Management), 8 February 2006.
- r. AR 600-13 (Army Policy for the Assignment of Female Soldiers), 27 March 1992.
- s. AR 601-50 (Appointment of Temporary Officers in the Army of the United States upon Mobilization), 4 December 1987.
- t. AR 601-210 (Active and Reserve Components Enlistment Program), 8 February 2011, Including Rapid Action Revision No. 3 Issued 12 March 2013.
- u. AR 611-1 (Military Occupational Classification Structure Development and Implementation), 30 September 1997.
- v. AR 614-100 (Officer Assignment Policies, Details, and Transfers), 10 January 2006.
- w. AR 614-200 (Enlisted Assignments and Utilization Management), 26 February 2009, Including Rapid Action Revision No. 2 Issued 11 October 2011.