



## @USNPEOPLE WEEKLY WIRE

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### 5.) 21<sup>st</sup> Century Sailor bi-weekly roll-up:

Every other week, we roll up the latest news from the 21<sup>st</sup> Century Sailor office. Below are the latest:

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- Navy Families Take Back the Night for Domestic Violence, Sexual Assault Awareness [\[LINK\]](#)
- Prepping for a Big Navy Family Thanksgiving [\[LINK\]](#)
- Public Health Center Launches New Tobacco Awareness Videos [\[LINK\]](#)
- The Navy Begins Six-Month LiveSafe App Pilot Program [\[LINK\]](#)

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## 1.) Navy's Updated Transgender Policy: Ten Things You Need to Know / 7 NOV 16 [\[LINK\]](#)

Chief of Naval Personnel Public Affairs

The Secretary of Defense announced June 30, 2016, that transgender service members could serve openly in the military. As such, no service member may be involuntarily separated, discharged, denied reenlistment or continuation of service solely on the basis of gender identity or an expressed intent to transition gender. To remain the finest seagoing fighting force the world has ever known, the Navy needs men and women who are the right fit for the right job regardless of race, gender, sexual orientation, creed or gender identity. Our goal is to ensure that the mission is carried out by the most qualified and capable service members. If an individual can meet the Navy's standards, they should be afforded the opportunity to serve.

Nov. 7, 2016, the Secretary of the Navy published guidance on the Department of the Navy's transgender policy in SECNAVINST 1000.11. Following the release of the SECNAVINST, the Navy announced its interim guidance for service of transgender personnel.

Here are ten things you need to know about the Navy's policy changes reflected in NAVADMIN 248/16.

1. There are several key milestone dates for Sailors to know:

As of Oct. 1, transgender Sailors could begin the process to officially change their gender in our personnel administrative systems in accordance with DoD and service policy.

U.S. Fleet Forces Command (USFF) will begin transgender training for Sailors starting in November. Commands will be provided DVDs, training materials, a facilitation guide, a commanding officer's toolkit, along with the DoD handbook on transgender service to help Sailors understand gender transitions. For units in remote training areas that may not have access to the face-to-face training, there will be webinars for triads to ask questions prior to delivering training to their commands. Training should be complete for all active duty Sailors no later than Jan. 31, 2017, and by April 30, 2017, for reserve Sailors.

By July 1, 2017, transgender applicants who meet updated accessions standards may be accessed into the U.S Armed Services.

2. In order for Sailors currently serving to transition genders, they must first receive a diagnosis from a military medical provider (MMP) indicating that gender transition is medically necessary and develop a transition plan, approved by their commanding officer. During the transition process, service members shall comply with all standards of the gender marker currently in Navy personnel administrative systems/DEERS.

3. Transition medical treatment differs for each individual and may include any and all of the following: behavioral health counseling, cross-sex hormone therapy, surgery and real-life experience.

4. A Sailor's transition is complete when the Sailor's military medical provider reports to the Sailor's commanding officer that they have completed all care necessary to achieve medical stability as outlined in the medical treatment plan, and the service member obtains appropriate legal change documents. The individual's commanding officer will then provide written permission to change the gender marker in personnel administrative system/DEERS, and the Sailor will submit the documentation in accordance with MILPERSMAN 1000-131.

5. The Navy's Bureau of Medicine is studying the effects of medical treatments associated with gender transition on members of the aviation and diving communities, and as a result, Sailors will be restricted from flying and diving operations during medical treatment. There may also be impacts to serving in the Personnel Reliability

Program (individuals who have access to nuclear weapons, chemical weapons and biological weapons). Sailors should consult with the MMP regarding their personal situation.

6. Personal privacy is a concern for all service members. Sailors accept living and working conditions that are often austere and characterized by close quarters with little or no privacy. Consistent with current policy, commanding officers retain discretion to alter berthing or billeting assignments to maintain morale and good order and discipline when consistent with mission accomplishment in accordance with Navy policy. However, the creation of separate head and shower facilities or living quarters for transgender personnel is prohibited.

7. The Navy has identified several of its policies that require change to include:

Modesty policies are being implemented to allow for increased privacy in berthing, shower and head facilities. There will be adjustment to the language in the urinalysis program, and adding gender identity to the military equal opportunity policy.

After careful review of the physical readiness program, it was determined that no change was needed to the current policy and that standards remain the same for all Sailors.

Standards of personal and professional conduct have not changed.

There continues to be a zero tolerance for harassment and hazing. It is the responsibility of all to promote dignity and equality of all personnel, and prevent discrimination and harassment of any kind.

8. All DoD and Navy policies regarding accessing and retaining transgender personnel are applicable to both active duty and reserve Sailors. Reserve Sailors may have periods of unavailability during transition.

9. This policy only applies to Navy military personnel. Questions on Department of the Navy (DON) transgender civilian personnel shall be referred to the DON Office of Civilian Human Resources and/or the DON Office of the General Counsel, and questions on transgender civilian contractors serving with the Navy should be referred to the contracting officer's representative.

10. Navy Transgender Service Central Coordination Cell (SCCC) was established June 30, following the announcement by Secretary of Defense Carter to provide multi-disciplinary (e.g. medical, legal) expert advice to Sailors in the execution of the DoD and Navy policies and procedures regarding service by transgender service members and the execution of gender transition in the military. Individuals are encouraged to work with their chain of command prior to contacting the SCCC. To help answer Sailors' questions, to talk to someone, or to leave a message, please dial: 1-855-628-9311 (1-855-NAVY-9311). Sailors will need to press "0" and follow a series of prompts, or they can email: [Navy311@navy.mil](mailto:Navy311@navy.mil).

## **2.) Navy: No Exceptions to Fitness Standards for Transgender Sailors / 7 NOV 16 [\[LINK\]](#)**

MILITARY.COM, Hope Hodge Seck

A new 12-page handbook released by the Navy today describes in detail when and how a sailor can complete a gender transition, down to how transgender sailors can participate in urinalysis tests and when it is appropriate to wear clothing of a preferred gender during visits to foreign ports. The guidance also contains a caution for sailors hoping to transition: they will be expected to pass the physical fitness requirements of their preferred gender immediately on transition, and are expected to take the initiative to train to those standards in advance.

As of Oct. 1, sailors were allowed to begin the process to change their official gender designation in personnel systems in accordance with a Pentagon mandate. Beginning in November, the Navy will dispatch mobile training

teams to all major commands to explain the new policies and what they mean for the fleet. By July of next year, the Navy and all the other armed services will be accepting transgender applicants into ranks.

But the new guidance from the Navy makes clear that readiness will remain a top priority, even as sailors transition.

"There are no separate or distinct standards for transgender Service members," the Navy administrative message containing the new guidances reads. "Service members and [military medical providers] must carefully consider the time required to adjust to new PRT standards as part of the medical treatment and transition planning process."

The Navy's physical readiness test, or PRT, has different requirements for men and women at every age group. For example, male sailors between the ages of 20 and 24 max out the PRT with 87 push-ups, a 1.5-mile run in 8 minutes, 30 seconds or less, and a 500-yard swim in six minutes, 30 seconds. Women in the same age group need to complete only 48 push-ups, a 1.5-mile run in 9 minutes, 47 seconds, and a 500-yard swim in seven minutes, 15 seconds to max out.

Meanwhile, height and weight standards also differ for male and female sailors. A male sailor who is within standards at 5' 3", 155 pounds and plans to transition to female must then meet standards for female sailors, which set the maximum weight for that height at 152 pounds.

Only a military medical provider can determine if a medical waiver is justified for sailors who are out of standards as they transition, the guidance states.

### **When and how to transition**

In order to complete a gender transition while in uniform, sailors must receive an official diagnosis from a military doctor indicating that gender transition is medically necessary, according to the guidance. That diagnosis, along with a medical treatment plan, then must be reported to the appropriate unit commanding officer for approval of the timing of medical treatment, taking into consideration when the sailor will rotate to another command, deployment and other operational schedules, and how the transition will affect career milestones. If a specific case requires immediate medical treatment, the guidance states it will be treated like any other medical emergency affecting a sailor. In these cases, the sailor may be transferred to limited duty status and "result in an unplanned loss to the command," according to the Navadmin.

The commanding officer must respond to transition requests within 90 days, according to the new policy. The CO is allowed to take into account impact to the current mission, including "morale, welfare, and good order and discipline of the command," when determining timeframe to respond to transition requests.

Gender transition treatment plans will differ from sailor to sailor and may include behavioral health counseling, hormone therapy, surgery, and real-life experience, the Navy's term for for dressing and behaving in public as the preferred non-birth gender.

Sailors are allowed to begin participating in real-life experience before their gender transition is complete and their official gender has been changes in the personnel enrollment system, but must do so only in off-duty status, according to the guidance. All official unit functions, on-base or off, are considered to be on-duty status for sailors, making them off limit for real-life experience outings. And sailors deployed aboard ship face significant limitations: whether working or not, they are considered on-duty on ship at all times. While they can venture out in the clothing of their preferred gender during foreign port visits, these too are subject to restrictions and cultural sensitivities of the country in question.

"Commands need to be cognizant of host-nation laws and social norms when considering RLE in an off-duty status in foreign nations," the guidance states. "Travel warnings, the State Department's country-specific website, the DoD Foreign Clearance Guide, and any U.S. regional military commander directives should be reviewed and heeded."

During transition, some missions may be off-limits for sailors. Transitioning sailors will be restricted from flying and diving ops during medical treatment and there may be limitations for sailors who have access to nuclear weapons, and chemical and biological weapons.

"The Navy's bureau of Medicine is studying the effects of medical treatments associated with gender transition on members of the aviation and diving communities," officials with Naval Personnel Command said in a statement.

Gender transition is only complete after a military doctor documents that the service member has completed required medical treatments and written permission from the commanding officer to change the official gender marker in the appropriate personnel administrative systems. While Defense Department guidance says no sailor may be kicked out of the service on the basis of being transgender, sailors are advised to consider the needs of the service when choosing how and when to transition. Transition should be completed during one tour of duty to avoid interrupting medical treatment and requiring additional coordination and a new transition plan, which may disrupt operational requirements at a new command. And transition during boot camp or service academy training is not advised.

"A service member is subject to separation in an entry-level status during the period of initial training ... based on a medical condition that impairs the Service member's ability to complete such training," the guidance states.

### **Keeping the fleet comfortable**

As a result of transgender sailors being permitted to serve openly, the entire fleet may get a little more modest.

Nudity in berthing and shower facilities is out, according to the guidance, and sailors must maintain a "minimum standard of coverage" walking through spaces, while sleeping, and while using bathrooms and washrooms, in order to show courtesy for others and maintain good order and discipline, according to the guidance.

Unit commanders are prohibited from creating exclusive berthing or bathroom facilities for transgender sailors, but are expected to use their discretion to enact appropriate policies to ensure the protection of privacy for individual sailors.

For urinalysis drug tests, which require that one sailor observe another procure the urine sample, the observer will be another of the same designated gender. But there may be adjustments to ensure the relative comfort level of the observer and the observed. These will be written into a future policy, the Navadmin states.

Though the details may be challenging, Navy officials said the service wants to make sure all qualified personnel find their place in the fleet.

"Our goal is to ensure that the mission is carried out by the most qualified and capable service members," officials with Naval Personnel Command said in a statement. "If an individual can meet the Navy's standards, they should be afforded the opportunity to serve."

### **3.) SECNAV Seeks Innovators and Problem Solvers / 7 NOV 16 [\[LINK\]](#)**

Navy Office of Information

WASHINGTON (NNS) -- The Department of the Navy (DON) is one of the most talented and resourceful expeditionary forces in the world and Secretary of the Navy, the Honorable Ray Mabus, would like to recognize the ingenuity Sailors, Marines and DON civilians showcase every day.

"I want the entire workforce, from the most senior admirals, generals and civilian executives to recruits and officer candidates, to look for ways to improve their organizations and accomplish their missions," said Mabus. "Also, continue to push to develop capabilities and concepts that make us more agile and resilient regardless of challenges on our horizon."

The 2016 SECNAV Innovation Awards recognize personnel who have made significant achievements in one of eight different categories. Also, new to this year's awards is a trophy design contest. DON personnel can enter the contest as an individual or as a member of a two-person team.

"Across military and corporate organizations, the most successful teams use the talents organic to their workforce to innovatively solve important problems," said Rob Marshall, acting director of DON's strategy and innovation. "We want to challenge and empower our force to do the same and these awards are one way we can recognize extraordinary work."

Innovators can distinguish themselves in the following areas:

- Innovation Leadership: Recognizes top naval leaders (military or civilian) who inspire innovation within their organization or team. This can be done by creating an environment that fosters innovation or by removing unnecessary barriers that prevent it from occurring.
- Innovation Catalyst: Identifies the accomplishments of an individual who has made a significant impact to an organization by inspiring others to innovate or by directly supporting the innovative work of others.
- Data Analytics: Recognizes data savvy workforce members who implemented new approaches for using data analytics to improve performance, support decision making or provide meaningful insight to existing processes.
- Technology Development: Highlights DON achievements in the creation of new or improved hardware, software, or tool(s), including, but not limited to: Additive Manufacturing, Robotics, Human-Machine Teaming, Wearables, Virtual Reality, Unmanned Systems and Renewable Energy.
- Automated Process Development: Identifies members of the DON workforce who implemented new approaches to processes or procedures through the use of automation or artificial intelligence that significantly advance mission accomplishment, potentially including processes developed in support of new technology adoption.
- Innovation Scholar (PME/MIDN): These two subcategories recognize top academic achievements by naval officers and enlisted personnel in professional military education (PME) programs and future naval officers currently in commissioning programs (e.g., USNA and NROTC Midshipmen). Academic faculty should nominate top academic papers focused on the future operating environment and emerging operational concepts and capabilities, with an emphasis on human-machine teaming.

- Enlisted Innovator: Identifies the top ideas of our enlisted Sailors or Marines. It is widely known that those closest to the problems often have the best solutions. This award category is submitted, verified and judged by enlisted Sailors and Marines for enlisted Sailors and Marines.

- Outside of the Box: Recognizes innovative contributions that are cross cutting or that do not neatly align to any of the previously mentioned award categories.

The eligibility period for the 2016 awards is from Jan. 1 to Dec. 31, 2016. Commands can nominate worthy innovators by completing the nomination form at <http://www.secnv.navy.mil/innovation>. The deadline for submissions is Dec. 31. Winners will be announced in March.

#### **4.) New Navy College Website a Hit with Sailors / 4 NOV 16 [LINK](#)**

Naval Education and Training Professional Development Center Public Affairs

VIRGINIA BEACH, Va. (NNS) -- The redesign of the Navy College website has proven an immediate hit with Sailors, and feedback about virtual capabilities, response times, and improved access has been overwhelmingly positive.

According to Ernest D'Antonio, Navy Voluntary Education (VOLED) director, the new virtual features are helping his team to meet their key goal of improving customer service.

"The chat feature is extremely popular, primarily due to a current average pick-up time of only one minute," said D'Antonio. "For simple or quick questions, no one wants a long wait, and adding chat to the website and Virtual Education Center's toolkit was a great solution."

Petty Officer 1st Class Karen Collings, career counselor for the Naval Operation Support Center in Denver, said since the "Mile High" Reserve Navy is distant from the fleet's resources, the new website is very helpful.

"It's great to see a VOLED product that gives equal access for the Reserves," said Collings. "As a command career counselor, I absolutely love the website and its 24/7 availability. The hardest part for a Sailor is always 'Where do I start?' and the new website is excellent for that."

For Sue Sutter, VEC supervisor, the new technologies have made participating in VOLED significantly more efficient for their customers.

"One example of the technologies working together is that when a Sailor takes the WebTA training while in the MyEducation/WebTA portal, it automatically populates into the Sailor's record in the Navy College Management Information System," said Sutter. "There's no waiting for someone to manually enter it into their record -- it's now instantly recorded and that shortens the initial TA qualification and application process significantly."

According to Sutter, all requests for assistance or action through the Navy College Program website are assigned an "E-ticket" and can be tracked for follow-up and research. Instead of sending an email, service members submit a Help Request E-Ticket through the Assistance Center on the website. The member can also upload documents for VOLED personnel to review through the Help Request feature. The VOLED Process section of the website provides step-by-step instructions on what is required as well as tools to assist with education options. There is also a VOLED Wizard on the website which can guide members through the process according to their responses to specific questions.

"Another website addition that is saving Sailors a lot of time is the counseling self-service scheduling tool," said D'Antonio. "The tool allows a Sailor to sign-up for a counseling appointment conducted virtually by a VEC

counselor, or a Sailor may self-schedule a counseling appointment through one of the four CONUS Navy College Offices. Sailors can also access the website's call-back feature to request a counselor call them back on the phone at the Sailor's convenience. With that many options, there's very little wasted time."

"We are constantly refining our system and it's working better every day," added D'Antonio. "Last week there was a Navy-Marine Corps Internet outage at our Dam Neck, Virginia. VEC location, but we were able to continue to help Sailors through the call center and by VOLED personnel in the field, with our new chat and E-ticket service. To help improve service even more, we are also in the process of increasing our VEC staff."

The URL for the new Navy College Program website is <http://www.navycollege.navy.mil/>.

The Navy's Virtual Education Center hours are from 6 a.m. to 9 p.m. EST Monday-Friday and may be reached by calling (877) 838-1659 or DSN 492-4684, or contacted via <http://www.livehelpnow.net/lhn/TicketsVisitor.aspx?lhnid=30432/>.

Sailors can also get the latest information by following Navy Voluntary Education on Facebook at <http://www.facebook.com/NavyVoluntaryEducation/>.

We value your feedback on the new look, feel and performance of the NCP website and VEC customer service! Please submit your feedback at [https://www.research.net/r/VEC\\_CUST\\_SVC\\_SURVEY\\_V1/](https://www.research.net/r/VEC_CUST_SVC_SURVEY_V1/).

For more information, visit <http://www.navy.mil>, <http://www.facebook.com/usnavy>, or <http://www.twitter.com/usnavy>.

For more news from Naval Education And Training Professional Development And Technology Center, visit <http://www.navy.mil/local/NETPDTC/> or <http://www.netc.navy.mil/netc/netpdc/Default.htm/>.

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