

1610
3 Feb 19

MEMORANDUM

From: Head, Records and Performance Branch
To: Director, Manpower Management Division

Subj: MITIGATION OF GENDER SPECIFIC LANGUAGE ON MARINE CORPS
PERFORMANCE EVALUATIONS AND PROMOTIONS

Ref: (a) MCO 1610.7A
(b) MARADMIN 657/18
(c) MARADMIN 052/19
(d) Title 10, U.S. Code

1. In the past year the Marine Corps has taken two actions to reduce gender specific language on performance evaluations. On 1 May 2018, the Marine Corps published ref (a) which discontinued the use of the code "POST" to identify a Marine in the post-partum stage of pregnancy on evaluations. On 11 November 2018, the Marine Corps published ref (b) which eliminated all references to pregnancy in fitness reports, this included references to maternity leave, paternity leave, and explanations of extended limited/light duty.

2. The Marine Corps has recently, on 28 January 2019, published a MARADMIN (ref (c)) that eliminated the use of the code "PREG" or "POSTPARTUM" on promotion photos for pregnant Marines. This changes the Marine Corps Official Military Personnel File (OMPF) Photograph Guidance in ref (c), which outlines OMPF photo submission requirements. This change will align photo guidance with ref (a) and (b). Additionally, MCO 1070.1 Official Military Personnel File (OMPF) is currently being staffed through HQMC ARDB with same changes as in ref (c).

3. Marine Corps promotion boards are governed by a document known as a precept. The precept is a legal document that orders the selection board, both members and the president, on the proceedings of the board. The contents of the precept are derived from a variety of references, however ref (d) specifically orders members to not take into account gender and other legally protected categories when making decisions to select, promote, or retain.

/s/
P. J. FERRARO