

**RFI Category and Number: IMPLEMENTATION OF WOMEN, PEACE, AND SECURITY REQUIREMENTS #3**

**RFI Question:** The Committee requests a **written response** from the **OSD, Joint Staff (JS), and the Military Services** on the following:

- a. The published process for assignments to joint duty assignment list (JDAL) positions. Specifically, provide overall guidance and direction given to the Military Services regarding criteria for nomination, the evaluation/selection review process, and approval process for assignment to JDAL billets. In addition:
  - i. **OSD/JS:** Provide any existing guidance on how OSD/JS directs/encourages/requires any review of gender equity in the JDAL assignment process.
  - ii. **Military Services:** Each Service should offer in greater detail (within the written response) how officers are selected for JDAL billets including the Services' selection process from nomination to final approval for JDAL billet assignment.
  - iii. **Military Services:** Is gender considered in the review process for joint duty assignments? If so, how, and is gender data collected?

**RFI Response:**

Gender is not used in the assignment of joint duty (including JDAL billets) in the Navy because of a framework of laws, policies, and directives that ensure assignments are based on merit, qualifications, and the operational needs of the Navy, while prohibiting discrimination based on gender or any other personal characteristic. This framework promotes equality of opportunity and is designed to foster an inclusive environment that values the abilities and performance of service members over any personal traits such as gender. The following references provide the legal and policy basis for this principle:

1. Title 10, Chapter 38 establishes joint officer management, focusing on ensuring that joint duty assignments are filled by qualified officers who have the necessary skills, education, and experience to meet the needs of the military. It makes no provision for considering gender in these assignments, instead emphasizing professional competencies, leadership ability, and experience.
2. DoD Directive 1350.2 – Military Equal Opportunity (MEO) Program ensures that equal opportunity is a foundational element of military personnel management. It explicitly prohibits discrimination based on sex (gender), among other factors, and mandates that military assignments, promotions, and career opportunities are based solely on individual merit and qualifications.
3. DoD Instruction 1020.03 – Harassment Prevention and Response in the Armed Forces reinforces the commitment to a workplace free from discrimination. It mandates that all personnel actions, including joint duty assignments, be free from unlawful discrimination, ensuring gender is not a factor in assigning individuals to joint roles.

4. Secretary of the Navy Instruction (SECNAVINST 5350.16A) – Equal Opportunity (EO) Within the Department of the Navy prohibits discrimination based on gender in any aspect of Navy and Marine Corps personnel management, including joint duty assignments. It ensures that all personnel decisions are made based on an individual’s qualifications, experience, and performance rather than gender.

5. The Navy Equal Opportunity Policy (OPNAVINST 5354.1G) aligns with DoD guidelines and prohibits discrimination in all aspects of Navy life, including assignments. It ensures that all sailors are treated fairly and that personnel assignments are made based on ability and performance, not gender.

6. Joint Officer Management Program Procedures in CJCSI 1330.05A governs joint duty assignments and focuses on the qualifications of the officer, including their experience, education, and performance record. It makes clear that gender is not a factor in the selection process for joint duty assignments. Instead, the instruction mandates that assignments be made without unlawful discrimination, reflecting DoD’s overarching equal opportunity policies.

These references collectively establish that joint duty assignments in the U.S. military and Navy are guided by a merit-based system that emphasizes performance, leadership, and qualifications. The prohibition of gender discrimination ensures that both male and female service members have equal opportunities to serve in joint duty roles, provided they meet the necessary professional standards. This system supports the overall effectiveness of the military by ensuring that the most capable individuals, regardless of gender, are placed in critical joint positions where their skills can best serve the mission.

Hours Expended Answering this RFI: One hour

POC or office responsible: PERS-4