



OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

AUG 7 2003

PERSONNEL AND  
READINESS

The Honorable Duncan Hunter  
Chairman  
Committee on Armed Services  
U.S. House of Representatives  
Washington, DC 20515-6035

Dear Mr. Chairman:

Section 562 of the Bob Stump National Defense Authorization Act for Fiscal Year 2003 requires the Secretary of Defense to submit a report on the status of female members of the Armed Forces. I am pleased to forward the enclosed report. This report addresses the request for data concerning the status of women in the Armed Forces. Information in the report is provided for the Department of Defense as a whole and separately for the Army, Navy, Air Force, and Marine Corps.

Information provided in this report includes a review of positions, weapon systems, and skills where women are not eligible. Service policies for assigning women are aligned with the Department's 1994 Assignment Rule for Women in the Services. This rule states: Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignments to units below the brigade level whose primary mission is to engage in direct combat on the ground.

This report also contains data pertaining to joint assignments for military members married to military members. Additionally, rates for promotion selection, retention, command selection, and selection for resident intermediate and senior service schools are reported. The number of women assigned to fields that are at least 80 percent men is also provided. Finally, this report includes Service and Department data concerning sexual harassment and women's satisfaction with health care benefits.

The Department appreciates your interest in these important issues and looks forward to working with the Congress to address and enhance the status of women in the Armed Forces.



A similar letter is being sent to the Chairman and Ranking Member of the Senate Armed Services Committee, the President of the Senate, and the Speaker of the House of Representatives.

Sincerely,



Charles S. Abell  
Principal Deputy

Enclosure:  
As stated

cc:  
The Honorable Ike Skelton,  
Ranking Member



OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

AUG 7 2003

PERSONNEL AND  
READINESS

The Honorable John W. Warner  
Chairman  
Committee on Armed Services  
United States Senate  
Washington, DC 20510-6050

Dear Mr. Chairman:

Section 562 of the Bob Stump National Defense Authorization Act for Fiscal Year 2003 requires the Secretary of Defense to submit a report on the status of female members of the Armed Forces. I am pleased to forward the enclosed report. This report addresses the request for data concerning the status of women in the Armed Forces. Information in the report is provided for the Department of Defense as a whole and separately for the Army, Navy, Air Force, and Marine Corps.

Information provided in this report includes a review of positions, weapon systems, and skills where women are not eligible. Service policies for assigning women are aligned with the Department's 1994 Assignment Rule for Women in the Services. This rule states: Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignments to units below the brigade level whose primary mission is to engage in direct combat on the ground.

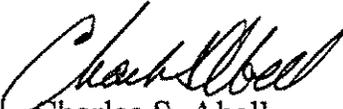
This report also contains data pertaining to joint assignments for military members married to military members. Additionally, rates for promotion selection, retention, command selection, and selection for resident intermediate and senior service schools are reported. The number of women assigned to fields that are at least 80 percent men is also provided. Finally, this report includes Service and Department data concerning sexual harassment and women's satisfaction with health care benefits.

The Department appreciates your interest in these important issues and looks forward to working with the Congress to address and enhance the status of women in the Armed Forces.



A similar letter is being sent to the Chairman and Ranking Member of the House Armed Services Committee, the President of the Senate, and the Speaker of the House of Representatives.

Sincerely,



Charles S. Abell  
Principal Deputy

Enclosure:  
As stated

cc:  
The Honorable Carl M. Levin,  
Ranking Member



OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

AUG 7 2003

PERSONNEL AND  
READINESS

The Honorable J. Dennis Hastert  
Speaker of the House of Representatives  
Washington, DC 20515

Dear Mr. Speaker:

Section 562 of the Bob Stump National Defense Authorization Act for Fiscal Year 2003 requires the Secretary of Defense to submit a report on the status of female members of the Armed Forces. I am pleased to forward the enclosed report. This report addresses the request for data concerning the status of women in the Armed Forces. Information in the report is provided for the Department of Defense as a whole and separately for the Army, Navy, Air Force, and Marine Corps.

Information provided in this report includes a review of positions, weapon systems, and skills where women are not eligible. Service policies for assigning women are aligned with the Department's 1994 Assignment Rule for Women in the Services. This rule states: Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignments to units below the brigade level whose primary mission is to engage in direct combat on the ground.

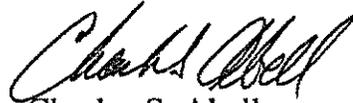
This report also contains data pertaining to joint assignments for military members married to military members. Additionally, rates for promotion selection, retention, command selection, and selection for resident intermediate and senior service schools are reported. The number of women assigned to fields that are at least 80 percent men is also provided. Finally, this report includes Service and Department data concerning sexual harassment and women's satisfaction with health care benefits.

The Department appreciates your interest in these important issues and looks forward to working with the Congress to address and enhance the status of women in the Armed Forces.



A similar letter is being sent to the Chairman and Ranking Member of the House Armed Services Committee, the Chairman and Ranking Member of the Senate Armed Services Committee, and the President of the Senate.

Sincerely,

A handwritten signature in cursive script, appearing to read "Charles S. Abell".

Charles S. Abell  
Principal Deputy

Enclosure:  
As stated

cc:  
Chairman,  
House Armed Services Committee  
Ranking Member,  
House Armed Services Committee



OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

AUG 7 2003

PERSONNEL AND  
READINESS

The Honorable Richard B. Cheney  
President of the Senate  
United States Senate  
Washington, DC 20510

Dear Mr. President:

Section 562 of the Bob Stump National Defense Authorization Act for Fiscal Year 2003 requires the Secretary of Defense to submit a report on the status of female members of the Armed Forces. I am pleased to forward the enclosed report. This report addresses the request for data concerning the status of women in the Armed Forces. Information in the report is provided for the Department of Defense as a whole and separately for the Army, Navy, Air Force, and Marine Corps.

Information provided in this report includes a review of positions, weapon systems, and skills where women are not eligible. Service policies for assigning women are aligned with the Department's 1994 Assignment Rule for Women in the Services. This rule states: Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignments to units below the brigade level whose primary mission is to engage in direct combat on the ground.

This report also contains data pertaining to joint assignments for military members married to military members. Additionally, rates for promotion selection, retention, command selection, and selection for resident intermediate and senior service schools are reported. The number of women assigned to fields that are at least 80 percent men is also provided. Finally, this report includes Service and Department data concerning sexual harassment and women's satisfaction with health care benefits.

The Department appreciates your interest in these important issues and looks forward to working with the Congress to address and enhance the status of women in the Armed Forces.



A similar letter is being sent to the Chairman and Ranking Member of the House Armed Services Committee, the Chairman and Ranking Member of the Senate, and the Speaker of the House.

Sincerely,



Charles S. Abell  
Principal Deputy

Enclosure:  
As stated

cc:  
Chairman,  
Senate Armed Services Committee  
Ranking Member,  
Senate Armed Services Committee

*Bill Loo*

PUBLIC LAW 107-314—DEC. 2, 2002

**BOB STUMP NATIONAL DEFENSE  
AUTHORIZATION ACT FOR FISCAL YEAR 2003**



veys shall be conducted so as to identify and negative trends for professional relationships among members of all racial and ethnic groups.

Department of Defense policies and procedures for professional relationships among all racial and ethnic groups.

Current processes for complaints of racial and ethnic discrimination. DEPARTMENT OF DEFENSE AND GENDER RELATIONS SURVEYS.—The Secretary of Defense shall conduct a survey on gender issues, including information on gender-based harassment and discrimination, and forces for forming professional relationships between male and female members of the armed forces. Each survey conducted during the fiscal year in which the survey is conducted during the fiscal year.

and negative trends for professional relationships between male and female members of the armed forces.

Department of Defense policies and procedures for professional relationships between male and female members of the armed forces.

Current processes for complaints of racial and ethnic discrimination.

Each survey conducted during the fiscal year in which the survey is conducted during the fiscal year.

Upon the completion of a survey, the Secretary shall submit to Congress a report on the survey.

GUARD.—This section does not apply to the table of sections of this title is amended to read as follows.

surveys." survey under section 481 of this title is amended by subsection (a)(1) to read as follows:

OF FEMALE MEMBERS OF THE ARMED FORCES

The Secretary of Defense shall conduct a survey on gender issues, including information on gender-based harassment and discrimination, and forces for forming professional relationships between male and female members of the armed forces. Each survey conducted during the fiscal year in which the survey is conducted during the fiscal year.

The report for a fiscal year shall contain the following information:

(1) The positions, weapon systems, and fields of skills for which, by policy, female members are not eligible for assignment, as follows:

(A) In the report for fiscal year 2002— (i) an identification of each position, weapon system, and field of skills for which, by policy, female members are not eligible; and (ii) the rationale for the applicability of the policy to each such position, weapon system, and field.

(B) In the report for each fiscal year after fiscal year 2002, the positions, weapon systems, and fields for which policy on the eligibility of female members for assignment has changed during that fiscal year, including a discussion of how the policy has changed and the rationale for the change.

(2) Information on joint spouse assignments, as follows:

(A) The number of cases in which members of the Armed Forces married to each other are in assignments to which they were jointly assigned during that fiscal year, as defined in the applicable Department of Defense and military department personnel assignment policies.

(B) The number of cases in which members of the Armed Forces married to each other are in assignments to which they were assigned during that fiscal year, but were not jointly assigned (as so defined).

(3) Promotion selection rates for female members, for male members, and for all personnel in the reports submitted by promotion selection boards in that fiscal year for promotion to grades E-7, E-8, and E-9, and, in the case of commissioned officers, promotion to grades O-4, O-5, and O-6.

(4) Retention rates for female members in each grade and for male members in each grade during that fiscal year.

(5) Selection rates for female members and for male members for assignment to grade O-6 and grade O-5 command positions in reports of command selection boards that were submitted during that fiscal year.

(6) Selection rates for female members and for male members for attendance at intermediate service schools (ISS) and, separately, for attendance at senior service schools (SSS) in reports of selection boards that were submitted during that fiscal year.

(7) The extent of assignments of female members during that fiscal year in each field in which at least 80 percent of the Armed Forces personnel assigned in the field are men.

(8) The incidence of sexual harassment complaints made during that fiscal year, stated as the number of cases in which complaints of sexual harassment were filed under procedures of military departments that are applicable to the submission of sexual harassment complaints, together with the number and percent of the complaints that were substantiated.

(9) Satisfaction (based on surveys) of female active-duty members, female dependents of active-duty members, and female dependents of nonactive duty members entitled to health care provided by the Department of Defense with access to, and quality of, women's health care benefits provided by the Department of Defense.

Deadline.

(c) **TIME FOR REPORT.**—The report for a fiscal year under this section shall be submitted not later than 120 days after the end of that fiscal year.

**SEC. 563. WEAR OF ABAYAS BY FEMALE MEMBERS OF THE ARMED FORCES IN SAUDI ARABIA.**

(a) **PROHIBITION RELATING TO WEAR OF ABAYAS.**—No member of the Armed Forces having authority over a member of the Armed Forces and no officer or employee of the United States having authority over a member of the Armed Forces may require or encourage that member to wear the abaya garment or any part of the abaya garment while the member is in the Kingdom of Saudi Arabia pursuant to a permanent change of station or orders for temporary duty.

(b) **INSTRUCTION.**—(1) The Secretary of Defense shall provide each female member of the Armed Forces ordered to a permanent change of station or temporary duty in the Kingdom of Saudi Arabia with instruction regarding the prohibition in subsection (a). Such instruction shall be provided immediately upon or not more than 48 hours prior to the arrival of the member at a United States military installation within the Kingdom of Saudi Arabia. The instruction shall be presented orally and in writing. The written instruction shall include the full text of this section.

(2) In carrying out paragraph (1), the Secretary shall act through the Commander in Chief, United States Central Command and Joint Task Force Southwest Asia, and the commanders of the Army, Navy, Air Force, and Marine Corps components of the United States Central Command and Joint Task Force Southwest Asia.

(c) **PROHIBITION ON USE OF FUNDS FOR PROCUREMENT OF ABAYAS.**—Funds appropriated or otherwise made available to the Department of Defense may not be used to procure abayas for regular or routine issuance to members of the Armed Forces serving in the Kingdom of Saudi Arabia or for any personnel of contractors accompanying the Armed Forces in the Kingdom of Saudi Arabia in the performance of contracts entered into by the United States with such contractors.

**Subtitle H—Benefits**

**SEC. 571. DEPARTMENT OF DEFENSE SUPPORT FOR PERSONS PARTICIPATING IN MILITARY FUNERAL HONORS DETAILS.**

Section 1491(d) of title 10, United States Code, is amended—

(1) by striking “To provide a” after “SUPPORT.—” and inserting “(1) To support a”;

(2) by redesignating paragraph (1) as subparagraph (A) and amending such subparagraph, as so redesignated, to read as follows: “(A) For a person who participates in a funeral honors detail (other than a person who is a member of the armed forces not in a retired status or an employee of the United States), either transportation (or reimbursement for transportation) and expenses or the daily stipend prescribed under paragraph (2).”;

(3) by redesignating paragraph (2) as subparagraph (B) and in that subparagraph—



**REPORT  
ON  
THE STATUS OF FEMALE MEMBERS  
OF  
THE ARMED FORCES**

**Report to Congress**

**May 2003**

**Prepared By:  
Office of the Under Secretary of Defense  
Personnel and Readiness**

## ANNUAL REPORT ON STATUS OF FEMALE MEMBERS OF THE ARMED FORCES FY 2002

REQUIREMENT FOR REPORT. Section 562 of P.L. 107-314, The Bob Stump National Defense Authorization Act for Fiscal Year 2003, requires the Secretary of Defense to submit to Congress, for each of fiscal years 2002 through 2006, a report on the status of female members of the Armed Forces. Information in the annual report must be shown for the Department of Defense as a whole and separately for each of the Army, Navy, Air Force, and Marine Corps.

The requirements of the report are separated into the following eight sections:

### 1. DUTY POSITION:

Identification of each position, weapon system, and field of skills for which, by policy, female members are not eligible; and the rationale for the applicability of the policy to each such position, weapon system, and field.

In 1994, the Department of Defense Assignment Rule for Women in the Services stated: Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignments to units below the brigade level whose primary mission is to engage in direct combat on the ground. The 1994 DoD Assignment Rule listed four additional exceptions, where:

1. Costs of appropriate berthing and privacy arrangements are prohibitive;
2. Units or positions are doctrinally required to physically collocate and remain with direct ground combat units;
3. Units engaged in long range reconnaissance operations and Special Operations Forces missions; and
4. Job related physical requirements would necessarily exclude a vast majority of women Service members.

## ARMY

Position, weapon system, and field of skills	Rationale for the applicability
<b>Infantry</b>	Direct ground combat primary mission
11A Infantry Officer	
11B Infantryman	
11C Indirect Fire Infantryman	
11Z Infantry Senior Sergeant	
<b>Armor</b>	Direct ground combat primary mission
12A/ B Armor Officer	
12C Cavalry Officer	
19D Cavalry Scout	
19K M1 Abrams Armor Crewman	
19Z Armor Senior Sergeant	
<b>Special Forces</b>	Direct ground combat primary mission
18A Special Forces Officer	
180A Special Forces Warrant Officer	
18B Special Forces Weapons Sergeant	
18C Special Forces Engineer Sergeant	
18D Special Forces Medical Sergeant	
18E Special Forces Communications Segeant	
18F Special Forces Asst Operations & Intel Sergeant	
18Z Special Forces Senior Sergeant	
<b>Ranger</b>	Direct ground combat primary mission
<b>Field Artillery</b>	Collocation w/ direct ground combat units
13B Cannon Crewmember	
13C Tactical Automated Fire Control Systems Specialist	
13D Field Artillery Automated Tactical Data Sys Specialist	
13E Cannon Fire Direction Specialist	
13F Fire Support Specialist	
13M Multiple Launch Rocket System (MLRS)	
13P MLRS Operational Fire Direction Specialist	
13R Field Artrillery Firefinder Radar Operator	

ARMY CONTINUED

Position, weapon system, and field of skills	Rationale for the applicability
<b>Air Defense Artillery</b>	Collocation w/ direct ground combat units
14B Short Range Air Defense Artillery Officer	
140B FAAD Systems Technician	
14R Bradley Linebacker Crewmember	
14S Avenger Crewmember	
<b>Combat Engineer Line Companies</b>	Collocation w/ direct ground combat units
12B Combat Engineer	
<b>Ground Surveillance Radar Platoons</b>	Collocation w/ direct ground combat units
96R Ground Surveillance Systems Operator	
<b>Mechanical Maintenance</b>	Collocation w/ direct ground combat units
45D Self Propelled Field Artillery Turret Mechanic	
45E M1 Abrams Tank Turret Mechanic	
45N / 63N M60A1/A3 Tank Turret/ System Mechanic	
45T Bradley Fighting Vehicle System Turret Mechanic	
63A M1 Abrams Tank System Maintainer	
63D Artillery Mechanic	
63E M1 Abrams Tank System Mechanic	
63M / 63T Bradley Fighting Vehicle system Maintainer / Mech	

## AIR FORCE

Position, weapon system, and field of skills	Rationale for the applicability
11SXA and 11SXB-- Special Ops Rotary Wing Pilot-- restricted weapon systems MH-53 and MH-60 only	Collocation w/ direct ground combat units
13DX - Control and Recovery (Includes suffixes A - Combat Rescue, and B - Special Tactics)	Collocation w/ direct ground combat units
15WX (restricted positions when serving with the Army) - Weather	Collocation w/ direct ground combat units
11XXU and 12XXU - Pilot and Navigator Air Liaison Officer	Collocation w/ direct ground combat units
1T2X1- Pararescue	Collocation w/ direct ground combat units
1C2X1 - Combat Control	Collocation w/ direct ground combat units
1C4X1 - Tactical Air Command And Control	Collocation w/ direct ground combat units
1A1XB - Flt Engineer/Gunner MH-53, MH-60	Collocation w/ direct ground combat units
1W0X1 - Weather	Collocation w/ direct ground combat units
2E1X3 - Ground Radio Comm	Collocation w/ direct ground combat units
3C1X1 - Radio Communications Systems	Collocation w/ direct ground combat units

## NAVY

<u>Position, weapon system, and field of skills</u>	<u>Rationale for the applicability</u>
Special Warfare SEAL Officer and SEAL Enlisted	Direct ground combat primary mission
Enlisted Explosive Ordnance Disposal Technicians and Special Operations Officers who are integrated with Special Warfare/Special Forces Units	Direct ground combat primary mission
Special Warfare Combatant Craft Crewmember (includes Surface Warfare Officers assigned to Special Boat Units)	Direct ground combat primary mission
Special Operations Independent Duty Corpsman/Special Operations Technician Corpsman (SEAL Hospital Corpsman Navy Enlisted Code 8491/8492)	Direct ground combat primary mission
Support personnel assigned to Naval Special Warfare Development Group (Information Systems Technician, Electronics Technician, Construction Mechanic - positions are doctrinally required to physically collocate and remain with direct ground combat units closed to women)	Collocation w/ direct ground combat units
Support personnel assigned to Joint Communications Unit (Information Systems Technician, Electronics Technician - positions are doctrinally required to physically collocate and remain with direct ground combat units closed to women)	Collocation w/ direct ground combat units
Air Naval Gunfire Liaison Companies (ANGLICO) (Surface Warfare Officer)	Collocation w/ direct ground combat units
Infantry Regiment and below (Medical Corps Officer; Chaplain Corps Officer; Religious Program Specialist)	Collocation w/ direct ground combat units
Tank Battalion and below (Medical Corps Officer; Chaplain Corps Officer; Religious Program Specialist)	Collocation w/ direct ground combat units

## NAVY CONTINUED

<u>Position, weapon system, and field of skills</u>	<u>Rationale for the applicability</u>
Assault Amphibian Battalion and below (Medical Corps Officer; Chaplain Corps Officer; Religious Program Specialist; Navy Enlisted Explosive Ordnance Disposal Technicians and Special Operations Officers when assigned)	Collocation w/ direct ground combat units
Light Armored Reconnaissance Battalion (Medical Corps Officer; Chaplain Corps Officer; Religious Program Specialist)	Collocation w/ direct ground combat units
Combat Assault Battalion, 3 <sup>rd</sup> Marine Division (MAR DIV) (Medical Corps Officer; Chaplain Corps Officer; Religious Program Specialist)	Collocation w/ direct ground combat units
Force Reconnaissance Battalion, Marine Division (Medical Corps Officer; Chaplain Corps Officer; Religious Program Specialist)	Collocation w/ direct ground combat units
Artillery Battalion and below (Medical Corps Officer; Chaplain Corps Officer; Religious Program Specialist)	Collocation w/ direct ground combat units
Combat Engineer Battalion and below (Medical Corps Officer; Chaplain Corps Officer; Religious Program Specialist)	Collocation w/ direct ground combat units
Special Amphibious Reconnaissance Independent Duty Corpsman (Hospital Corpsman)	Collocation w/ direct ground combat units
Marine Force Reconnaissance Corpsman (Hospital Corpsman)	Collocation w/ direct ground combat units
Medical Field Service Technician (Hospital Corpsman)	Collocation w/ direct ground combat units
Submarines (SSN, SSBN, SSGN, AGSS, NR-1)	Costs of appropriate berthing and privacy arrangements are prohibitive
Patrol Coastal (PC) ships (due to inadequate berthing and privacy requirements as well as doctrinal requirement to physically collocate and remain with direct ground combat units closed to women)	Costs of appropriate berthing and privacy arrangements are prohibitive

## NAVY CONTINUED

It is important to note that, regarding positions in the above units, the Navy skill field itself is not closed to women, only the performance of that skill field on the specific, closed platform. For example, the Navy enlisted rating of Hospital Corpsman is open to both women and men, but a woman cannot serve as a Corpsman on a submarine or Patrol Craft (PC). There are only three enlisted ratings that remain closed to women as they are unique to submarines: Fire Control Technician (FT), Missile Technician (MT), and Sonar Technician Submarine (STS). All officer positions on submarines are closed to women.

Women officers can be assigned to any surface ship, with the exception of PCs, because no habitability modification is required for their embarkation. Additionally, Navy policy restricts enlisted women from permanent assignment to the following units because the costs of appropriate berthing and privacy arrangements are prohibitive:

- Oliver Hazard Perry Class Frigates (FFG)
- Austin Class Amphibious Transport Dock Ships (LPD 4 through 15)

## MARINE CORPS

<u>Position, weapon system, and field of skills</u>	<u>Rationale for the applicability</u>
0302 a Infantry Officer	Direct ground combat primary mission
0303 a light-Armored Vehicle Officer	Direct ground combat primary mission
0306 a Infantry Weapons Officer	Direct ground combat primary mission
0802 a Field Artillery Officer	Direct ground combat primary mission
1802 a Tank Officer	Direct ground combat primary mission
1803 a Assault Amphibian Vehicle Officer	Direct ground combat primary mission
0840 a Naval Surface Fire Support Planner	Direct ground combat primary mission
0845 a Naval Gunfire Spotter	Direct ground combat primary mission
0803 a Target Acquisition Officer	Direct ground combat primary mission
0311 a Rifleman	Direct ground combat primary mission
0313 a LAV Crewman	Direct ground combat primary mission
0321 a Reconnaissance Man	Direct ground combat primary mission
0331 a Machinegunner	Direct ground combat primary mission
0341 a Mortar Man	Direct ground combat primary mission
0351 a Assaultman	Direct ground combat primary mission
0352 a Anti-Tank/Assault Guided Missileman	Direct ground combat primary mission
0369 a Infantry Unit Leader	Direct ground combat primary mission
1812 a M1A1 Tank Crewman	Direct ground combat primary mission
1833 a Assault Amphibious Vehicle Crewman	Direct ground combat primary mission
0811 a Field Artillery Cannoneer	Direct ground combat primary mission
0844 a Field Artillery Fire Control Man	Direct ground combat primary mission
0861 a Fire Support Man	Direct ground combat primary mission
0842 a Field Artillery Radar Operator	Direct ground combat primary mission
0848 a Field Artillery Operations Man	Direct ground combat primary mission
0847 a Artillery Meteorological Man	Direct ground combat primary mission

2. JOINT SPOUSE ASSIGNMENTS:

The number of cases in which members of the Armed Forces married to each other are in assignments to which they were jointly assigned during fiscal year 2002, as defined in the applicable Department of Defense and Military Department personnel assignment policies. For purpose of this data reporting, if the joint couple had the same zip code for their residence, then they are considered to be jointly assigned.

**ACTIVE DUTY MEMBERS MARRIED TO EACH OTHER - JOINTLY ASSIGNED**

<b><u>SPONSOR SERVICE</u></b>	<b>ARMY</b>	<b>AIR FORCE</b>	<b>MARINES</b>	<b>NAVY</b>	<b>TOTAL</b>
ARMY	12,153	153	18	71	12,395
AIR FORCE	216	23,361	49	143	23,769
MARINES	28	58	2,359	250	2,695
NAVY	54	77	176	5,252	5,559
<b>TOTAL</b>	<b>12,451</b>	<b>23,649</b>	<b>2,602</b>	<b>5,716</b>	<b>44,418</b>

The number of cases in which members of the Armed Forces married to each other are in assignments to which they were assigned during fiscal year 2002, but were not jointly assigned (as so defined).

**ACTIVE DUTY MEMBERS MARRIED TO EACH OTHER - NOT JOINTLY ASSIGNED**

<b><u>SPONSOR SERVICE</u></b>	<b>ARMY</b>	<b>AIR FORCE</b>	<b>MARINES</b>	<b>NAVY</b>	<b>TOTAL</b>
ARMY	8,383	131	34	56	8,604
AIR FORCE	219	8,588	81	104	8,992
MARINES	53	88	1,996	270	2,407
NAVY	58	88	170	3,387	3,703
<b>TOTAL</b>	<b>8,713</b>	<b>8,895</b>	<b>2,281</b>	<b>3,817</b>	<b>23,706</b>

### 3. PROMOTION RATE:

Promotion selection rates for female members, for male members, and for all personnel in the reports submitted by promotion selection boards in fiscal year 2002 for promotion to grades E-7, E-8, and E-9, and, in the case of commissioned officers, promotion to grades O-4, O-5, and O-6.

#### AIR FORCE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	33.2%	33.6%
E-8	9.9%	11.4%
E-9	20.3%	16.9%
O-4	71.3%	70.5%
O-5	23.0%	19.0%
O-6	13.2%	14.6%

Air Force promotions are scheduled by calendar year (CY).

Results of the Dec 02 Colonel's promotion board have not been released. The information provided for these categories is based on CY01 data

#### MARINE CORPS

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	56%	64%
E-8 MSgt	60%	59%
E-8 1stSgt	14%	30%
E-9 MGySgt	51%	23%
E-9 SgtMaj	50%	8%
O-4	89%	87%
O-5	69%	55%
O-6	56%	67%

NAVY

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	25.3%	26.9%
E-8	13.6%	11.3%
E-9	19.8%	19.7%
O-4		
Unrestricted Line	90.3%	83.0%
Restricted Line	89.0%	76.4%
Staff	87.2%	93.9%
O-5		
Unrestricted Line	80.9%	50.0%
Restricted Line	72.3%	75.0%
Staff	79.5%	69.8%
O-6		
Unrestricted Line	59.1%	40.0%
Restricted Line	57.9%	38.1%
Staff	66.6%	49.3%

Unrestricted Line includes: Surface Warfare, Special Warfare, Submarine Warfare, Aviation, Special Operations, Fleet Support, and Line Limited Duty Officers.

Restricted Line includes: Engineering Duty communities, Cryptology, Intelligence, Public Affairs, Oceanography, Human Resources, and Information Professional.

Staff includes: Medical Corps, Dental Corps, Medical Service Corps, Judge Advocate General Corps, Nurse Corps, Supply Corps, Chaplain Corps, Civil Engineering Corps, and Staff Limited Duty Officers.

ARMY

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	27.4%	24.3%
E-8	14.2%	12.7%
E-9	20.5%	15.2%
O-4	89.6%	92.3%
O-5	75.2%	69.2%
O-6	52.3%	76.4%

DEPARTMENT OF DEFENSE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
E-7	29.4%	28.4%
E-8	13.6%	12.4%
E-9	19.7%	16.9%
O-4	71.7%	69.9%
O-5	35.7%	27.9%
O-6	25.0%	21.7%

4. RETENTION RATE:

Retention/Continuation rates for female and male members during fiscal year 2002. The retention rate is the percent of Service members, in the respective group, on active duty at the end of a fiscal year as compared to the start of the year.

DEPARTMENT OF DEFENSE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	82.06%	79.59%	81.67%
E-2	85.79%	85.41%	85.72%
E-3	87.78%	87.57%	87.74%
E-4	80.38%	81.46%	80.57%
E-5	89.81%	88.65%	89.64%
E-6	92.38%	91.72%	92.31%
E-7	88.73%	87.74%	88.63%
E-8	86.20%	84.83%	86.07%
E-9	84.32%	85.44%	84.40%
O-1	99.03%	98.23%	98.88%
O-2	95.18%	92.21%	94.64%
O-3	93.06%	89.88%	92.54%
O-4	93.71%	92.54%	93.55%
O-5	91.50%	91.52%	91.50%
O-6	85.87%	87.09%	85.98%

ARMY

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	79.42%	73.39%	78.40%
E-2	82.21%	79.05%	81.63%
E-3	83.43%	81.35%	83.05%
E-4	77.67%	76.54%	77.47%
E-5	87.14%	84.94%	86.79%
E-6	92.35%	90.88%	92.18%
E-7	89.58%	88.39%	89.45%
E-8	84.00%	83.69%	83.97%
E-9	82.60%	86.34%	82.89%
O-1	98.40%	98.34%	98.39%
O-2	92.34%	89.52%	91.77%
O-3	92.49%	88.52%	91.86%
O-4	94.85%	93.36%	94.65%
O-5	90.17%	90.45%	90.21%
O-6	84.50%	86.36%	84.67%

NAVY

E-1	83.63%	86.84%	84.12%
E-2	88.13%	90.70%	88.58%
E-3	89.63%	90.49%	89.81%
E-4	86.35%	85.07%	86.13%
E-5	90.59%	89.12%	90.41%
E-6	91.61%	90.53%	91.52%
E-7	88.26%	87.26%	88.19%
E-8	88.02%	85.37%	87.84%
E-9	85.03%	83.80%	84.98%
O-1	99.45%	98.27%	99.25%
O-2	97.14%	93.30%	96.52%
O-3	91.66%	89.68%	91.35%
O-4	91.87%	91.25%	91.78%
O-5	92.62%	91.51%	92.47%
O-6	88.23%	87.22%	88.12%

AIR FORCE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	85.01%	83.35%	84.64%
E-2	88.33%	91.12%	89.22%
E-3	93.14%	91.68%	92.79%
E-4	87.73%	86.29%	87.38%
E-5	94.84%	92.20%	94.34%
E-6	94.19%	94.14%	94.19%
E-7	88.33%	87.24%	88.22%
E-8	89.74%	86.08%	89.30%
E-9	85.23%	86.20%	85.34%
O-1	99.24%	98.38%	99.06%
O-2	97.58%	94.42%	96.89%
O-3	94.79%	91.41%	94.13%
O-4	93.93%	92.75%	93.75%
O-5	92.27%	92.68%	92.32%
O-6	84.86%	87.84%	85.13%

MARINE CORPS

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>POPULATION</u>
E-1	82.79%	77.69%	82.55%
E-2	88.16%	86.09%	88.03%
E-3	86.43%	84.46%	86.30%
E-4	65.21%	68.26%	65.42%
E-5	81.54%	80.78%	81.49%
E-6	90.19%	89.11%	90.13%
E-7	87.96%	86.85%	87.91%
E-8	83.08%	85.86%	83.24%
E-9	84.51%	80.00%	84.38%
O-1	99.00%	96.12%	98.73%
O-2	92.72%	91.39%	92.61%
O-3	92.80%	84.03%	92.35%
O-4	93.51%	92.59%	93.49%
O-5	89.33%	85.19%	89.20%
O-6	87.21%	84.21%	87.12%

5. COMMAND POSITIONS:

Female and male selection rates to O-5 and O-6 command positions during fiscal year 2002.

DEPARTMENT OF DEFENSE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
O-5 COMMAND	40.0%	12.3%
O-6 COMMAND	31.8%	40.9%

ARMY

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
O-5 COMMAND	14.4%	10.1%
O-6 COMMAND	19.0%	15.3%

MARINE CORPS

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
O-5 COMMAND	42.5%	28.1%
O-6 COMMAND	62.4%	37.5%

AIR FORCE

<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
O-5 COMMAND*	88%	12%
O-6 COMMAND**	65%	64%

\* Due to the wide variation in how O-5s are selected/assigned to command positions (some meet a selection board, for example, others are directly assigned, depending on the specialty), the O-5 numbers are based on the total number of officers assigned to command positions (1,894) vs. gender.

\*\* Unlike command selection for O-5's, the command selection process for O-6s is centralized. Thus, the O-6 numbers compare the number of total candidates by gender vs. those (by gender) actually selected for command.

<u>NAVY</u>		
<u>GRADE</u>	<u>MALE</u>	<u>FEMALE</u>
<b>O-5 COMMAND*</b>		
<u>UNRESTRICTED</u>		
Surface Warfare	18.0%	29.0%
Aviation	26.0%	16.0%
Fleet Support	0.0%	32.0%
<u>RESTRICTED</u>		
Cryptology	59.0%	25.0%
Oceanography	43.0%	33.0%
Human Resources	33.0%	29.0%
Information		
Professional	40.0%	28.0%
<b>O-6 COMMAND</b>		
<u>UNRESTRICTED</u>		
Surface Warfare	27.0%	67.0%
Aviation	15.0%	40.0%
Fleet Support	0.0%	22.0%
<u>RESTRICTED</u>		
Cryptology NO SEPARATE BOARD		
Oceanography	100.0%	100.0%
Human Resources	0.0%	45.0%
Information		
Professional	33.0%	33.0%
<u>STAFF CORPS</u>		
Medical Corps	100.0%	0.0%
Medical Service		
Corps	60.0%	100.0%
Dental Corps	80.0%	0.0%
Nurse Corps	0.0%	100.0%

\*Medical Communities do not hold O-5 command selection boards

6. SERVICE SCHOOLS SELECTION RATE:

Selection rates for female members and for male members for attendance at intermediate service schools (ISS) and, separately, for attendance at senior service schools (SSS) in reports of selection boards that were submitted during fiscal year 2002.

Marine Corps Officers who attend intermediate level service schools are volunteers and must request to be considered for a school seat.

Selection to Intermediate Service School:

<u>SERVICE</u>	<u>MALE</u>	<u>FEMALE</u>
DoD	35.9%	32.2%
ARMY	32.8%	29.5%
NAVY	50.1%	47.0%
AIR FORCE	25.6%	25.1%
MARINE CORPS	49.4%	100.0%

Selection to Senior Service School:

<u>SERVICE</u>	<u>MALE</u>	<u>FEMALE</u>
DoD	17.2%	18.0%
ARMY	7.9%	6.6%
NAVY	50.5%	42.4%
AIR FORCE	44.4%	58.7%
MARINE CORPS	18.20%	36%

## 7. MALE DOMINANT FIELDS

Percentage of female members, during Fiscal Year 2002, in each field which at least 80 percent of the personnel assigned are men.

### ARMY

<u>Officer Fields</u>	<u>Extent of Female Assignments</u>
Acquisition	7.9%
Air Defense	13.6%
Aviation	8.1%
Chaplain	4.2%
Dental	13.1%
Engineer	13.0%
Field Artillery	0.8%
Medical	19.3%
Intelligence	19.0%
Ordnance	19.9%
Signal	20.7%
Spec Forces	0.0%
Other	7.2%
<u>Warrant Officer Fields</u>	
Field Artillery	0.5%
Air Defense	2.7%
Aviation	2.5%
Engineer	2.6%
Signal	16.3%
Mil Police	12.5%
Intelligence	11.7%
Adjutant Gen	28.6%
Veterinary	21.0%

## ARMY

<u>Enlisted Fields</u>	<u>Extent of Female Assignments</u>
Combat Engineer	1.2%
Field Artillery	0.4%
Air Defense	
Signal	11.4%
Electronic Warfare	7.5%
Electronic Maintenance	11.7%
Psychological Operations	9.0%
General Engineer	8.1%
Mechanical Maintenance	7.6%
Aircraft Maintenance	4.5%
Recruitment	8.3%

## NAVY

<u>Officer Fields</u>	<u>Extent of Female Assignments</u>
Surface (Unrestricted Line (URL) Warfare Officer)	13.4%
Surface (Limited Duty Officer (LDO), Chief Warrant Officer (CWO))	5.1%
Aviation (URL General Aviation, Pilot, and Naval Flight Officer)	8.4%
Aviation (LDO, CWO, Aviation Duty Officer)	3.4%
Special Operations	5.9%
Special Operations (Explosive Ordnance Disposal LDO, CWO)	0.0%
Engineering Duty Officer (EDO) (includes Aerospace EDO)	8.2%
Civil Engineering Corps	9.6%
Civil Engineering Corps (LDO, CWO)	9.3%
Submarine (LDO, CWO - Submarine Engineering/Repair, and Ordnance Specialties)	1.3%
Dental	18.4%
Cryptology	16.0%
Cryptology (LDO, CWO)	13.7%
Intelligence	15.9%
Intelligence (LDO, CWO)	6.3%
Oceanography/Meteorology (includes LDO)	17.8%
Supply	12.1%
Supply (LDO, CWO)	10.9%
Chaplain	6.1%

## NAVY

### Officer Fields

### Extent of Female Assignments

Nuclear Power (LDO, CWO)	0.2%
Administration (LDO, CWO includes Ship's Clerk, Data Processing)	17.3%
Photography (LDO, CWO)	5.1%
Security (LDO, CWO)	0.9%
Band Master (LDO)	3.6%

### Enlisted Fields

Aviation	11.0%
Construction	5.7%
Deck	10.6%
Electronics	7.4%
Engineering	5.4%
Ordnance	7.0%
Miscellaneous (Illustrator/Draftsman, Lithographer, Musician)	18.4%
Non-Rated (Seaman, Fireman, Airman, Construction)	18.1%

## MARINE CORPS

### Officer Fields

### Extent of Female Assignments

Intelligence	5.6%
Logistics	11.4%
Command and Control Systems	8.5%
Utilities	4.0%
Engineer, Construction, Facilities and Equipment	5.3%
Ordnance	1.4%
Ammunition and Explosive Ordnance Disposal	0.9%
Signals Intelligence/Ground Electronic Warfare	2.7%
Ground Electronics Maintenance	3.1%
Supply Administration and Operations	9.6%
Food Service	9.3%
Financial Management	13.7%
Motor Transport	2.6%
Data Systems	4.7%
Legal Services	8.6%
Visual Information	8.7%
Music	6.7%
Military Police and Corrections	6.3%
Electronic Maintenance	4.8%
Aircraft Maintenance	7.5%
Avionics	2.9%
Aviation Ordnance	0.9%
Aviation Logistics	8.9%
Meteorological and Oceanographic Services	5.4%
Airfield Services	4.7%
Air Control/Air Support/Anti-Air Warfare/Air	
Traffic Control	9.1%
Pilots/Naval Flight Officers	2.3%
Identifying and Reporting MOS's	5.5%

## MARINE CORPS

### Enlisted Fields

### Extent of Female Assignments

Personnel and Administration	17.8%
Intelligence	6.6%
Logistics	8.7%
Marine Air Ground Task Force Plans	12.0%
Command and Control Systems	6.3%
Utilities	9.6%
Engineer, Construction, Facilities and Equipment	2.7%
Ordnance	1.7%
Ammunition and Explosive Ordnance Disposal	9.8%
Operational Communications	8.6%
Signals Intelligence/Ground Electronic Warfare	10.8%
Ground Electronics Maintenance	3.4%
Supply Administration and Operations	13.9%
Traffic Management	16.9%
Food Service	12.9%
Financial Management	17.4%
Motor Transport	4.2%
Data Systems	7.1%
Marine Corps Exchange	9.4%
Visual Information	14.3%
Music	15.6%
Nuclear, Biological, and Chemical	4.8%
Military Police and Corrections	6.7%
Electronic Maintenance	5.6%
Aircraft Maintenance	6.3%
Aircraft Maintenance (Helicopter)	1.8%
Aircraft Maintenance (Fixed Wing)	2.2%
Avionics	4.8%
Avionics (IMA)	6.7%
Aviation Ordnance	6.1%
Aviation Logistics	17.7%
Meteorological and Oceanographic Services	8.1%
Airfield Services	7.7%
Air Control/Air Support/Anti-Air Warfare/Air	
Traffic Control	4.6%
Navigation Officer and Enlisted Flight Crews	4.4%

## MARINE CORPS

### Enlisted Fields

### Extent of Female Assignments

Recruiter/Retention Specialist/Psychological NCO	7.9%
Identifying and Reporting MOS's (Band)	19.5%
Identifying and Reporting MOS's	7.3%

## AIR FORCE

### Officer Fields

### Extent of Female Assignments

Pilot	3.6%
Navigator	3.7%
Space/Missile/Astro	13.4%
Air Battle Mgt	12.3%
Air Traffic	13.0%
Weather	12.6%
Ops Supt	13.0%
Aircraft Maintenance/Munitions	13.9%
Maintenance	13.1%
Logistician	15.0%
Space/Missile Maintenance	10.3%
Supply	17.9%
Transportation	12.5%
Security Forces	8.2%
Civil Engineer	12.3%
Communications/Computer/Vis	17.8%
Surgery	17.5%
Dental	15.0%
Aerospace Medicine	14.2%
Chaplain	5.2%
Program Dir	6.1%
Developmental Engineer	10.4%
Acquisition Mgr	13.2%
Special Duty	19.2%
Exec Above Wg Lvl	19.2%

## AIR FORCE

### Enlisted Fields

### Extent of Female Assignments

Aircrew	10.1%
Aircrew Ops	14.6%
Safety	11.7%
Rescue/Protect	18.8%
Aero Maintenance	5.9%
Communications Electronics	7.8%
Fuels	4.5%
Missile Maintenance	5.3%
Precision Measurement	8.9%
Transportation/Vehicle Maintenance	15.2%
Weapons Maintenance	8.2%
Info Sys	16.9%
Civil Engineer	6.0%
History	12.0%
Sec Forces	14.1%
Manpower	19.5%
OSI	11.6%

8. SEXUAL HARASSMENT INCIDENT REPORTING:

The incidence of sexual harassment complaints made during fiscal year 2002, stated as the number of cases in which complaints of sexual harassment were filed under procedures of Military Departments that are applicable to the submission of sexual harassment complaints, together with the number and percent of the complaints that were substantiated.

	<i>Army</i>	<i>Navy</i>	<i>AF</i>	<i>MC</i>	<i>DoD</i>
Sexual Harassment Complaints	99	89	37	40	265
Complaints Substantiated	43 (43%)	45 (51%)	25 (68%)	12 (30%)	125 (47%)

## 9. SATISFACTION WITH DOD PROVIDED HEALTH CARE:

Satisfaction (based on surveys) of female active-duty members, female dependents of active-duty members, and female dependents of non-active duty members entitled to health care provided by the Department of Defense with access to, and quality of, women's health care benefits provided by the Department of Defense.

There are three measures available from this survey that provide information on the access to healthcare for females in the Armed Services. Access to healthcare services may be improved to the extent that the beneficiary has a personal provider who knows her medical history and her routine needs for care. The tables on the next page indicate:

- Fewer than one half of all females under the age of 65 indicate that they have a personal provider; with the exception of those in the Air Force, less than one half of females on active duty report that they have a personal provider; and
- Active duty females are less likely than female dependents and female retirees to have a personal provider.

Additional access measures outlined on the next page, titled "Getting Needed Care" and "Getting Care Quickly", provide percentages of females who report no problem in aspects of getting care they or their provider think that they need and getting that care in timely fashion. These measures indicate, generally, that:

- Nearly two thirds of females in all beneficiary categories indicate that they have no problem getting care or getting it quickly; and
- Retired female beneficiaries indicate greater success on both items.

<u>SERVICE</u>		<u>Female Active</u>	<u>Female Dependants</u>	<u>Retired</u>
		<u>Duty</u>	<u>of Active Duty</u>	
DoD	Have Personal Doc	44.1%	58.4%	82.1%
	Getting Needed Care	63.7%	66.8%	80.1%
	Getting Care Quickly	64.1%	67.4%	80.3%
ARMY	Have Personal Doc	39.8%	58.0%	78.8%
	Getting Needed Care	61.2%	64.5%	78.1%
	Getting Care Quickly	61.6%	66.6%	78.7%
NAVY	Have Personal Doc	44.8%	58.5%	86.7%
	Getting Needed Care	64.8%	69.0%	79.6%
	Getting Care Quickly	64.3%	66.6%	79.8%
AIR FORCE	Have Personal Doc	51.7%	57.8%	80.8%
	Getting Needed Care	66.3%	69.6%	82.3%
	Getting Care Quickly	67.2%	72.1%	81.6%
MARINE CORPS	Have Personal Doc	*	53.5%	83.2%
	Getting Needed Care	*	64.3%	82.7%
	Getting Care Quickly	*	59.1%	78.9%

\* Small sample size

The following table provides self-reported ratings of health care received by females in specific categories of service affiliation and beneficiary status. The ratings are based on a scale of 0 (lowest) to 10 (highest) to the following question:

“We want to know your rating of all your healthcare in the last 12 months (FY 02) from all doctors and other health providers. Use any number from 0 to 10 where 0 is the worst healthcare possible, and 10 is the best healthcare possible. How would you rate all of your healthcare?”

<u>SERVICE</u>	<u>Female Active Duty</u>	<u>Female Dependants</u> <u>of Active Duty</u>	<u>Female Dependants</u> <u>of Non-Active Duty</u>
DoD	6.47	7.30	8.21
ARMY	6.72	7.27	8.27
NAVY	6.97	7.58	8.16
AIR FORCE	7.4	7.44	8.24
MARINE CORPS	4.77	6.91	8.17

## Coordinations

Assistant Secretary of Defense (LA)	(Illegible Signature), 4/30/03
General Counsel	Mr. Paul Koffsky, 4/28/03
ASA (M&RA)	Mr. Reginald J. Brown, 4/27/03
ASN (M&RA)	Mr. William A. Navas, 4/26/03
ASAF (M&RA)	Mr. Michael L. Diminguez, 4/28/03
DUSD (MC&FP)	Mr. John M. Molino, 6/23/03
Executive Director, DACOWITS	COL Denise F. Dailey, o/a 6/23/03

Coordination Page

Signature

Date

Assistant Secretary of Defense (LA)

*Cl Mcl Sec Comdt 80 Mar 03*

General Counsel

\_\_\_\_\_

ASA (M&RA)

\_\_\_\_\_

ASN (M&RA)

\_\_\_\_\_

SAF/AS (M&RA)

\_\_\_\_\_

Deputy Assistant Secretary of Defense (MPP)

*N/A have seen*

Director, Officer and Enlisted Personnel Management

*N/A have seen*

Coordination Page

Signature

Date

Assistant Secretary of Defense (LA)

D/ General Counsel (P+M&A)

P. M. [Signature] - no edit - 4/28/03

ASA (M&RA)

ASN (M&RA)

SAF/AS (M&RA)

Deputy Assistant Secretary of Defense (MPP) N/K

Director, Officer and Enlisted Personnel Management N/K

UNCLASSIFIED

OFFICE OF GENERAL COUNSEL--CORRESPONDENCE ROUTING AND ACTION

1. Client Lt Col Lynda C. Jackson: 695-5153		2. Date 04/15/2003	3. Suspense 04/22/2003	4. OGC Control# 200304150007
5. Subject Report to Congress - Status of Women				
6. PDGC/GC Review		7. Action Office P&HP	8. OSD Number	9. Suspense to PDGC/GC
10. Instructions				
11. Action Attorney Comments TBD <i>JPD</i>		<i>4/22/03</i> PDU - MUCH <del>BETTER</del> BETTER - STILL SOME MINOR STAFF RECOMMEND YOU "CONCLUDE AS EDITED." <i>VER/jm</i>		12. Date
13. DGC Clearance Comments		<i>Coordinated - as                  edited - jm</i>		14. Date <i>4/28/03</i>
15. PDGC/GC Clearance Comments		16. Date		
17. Further Action ATTORNEY FILE LOCATION:		18. Date		
19. Final Disposition		20. Date		

UNCLASSIFIED

*Closed Out  
0429-2003*

Coordination Page

Signature

Date

Assistant Secretary of Defense (LA)

\_\_\_\_\_

General Counsel

\_\_\_\_\_

ASA (M&RA)

Reginald J. Brown  
Assistant Secretary of the Army  
(Manpower and Reserve Affairs)

*Reginald J. Brown*

27 Mar 03

\_\_\_\_\_

ASN (M&RA)

\_\_\_\_\_

SAF/AS (M&RA)

\_\_\_\_\_

Deputy Assistant Secretary of Defense (MPP)

*have seen*

\_\_\_\_\_

Director, Officer and Enlisted Personnel Management

*have seen*

\_\_\_\_\_



DEPARTMENT OF THE NAVY  
OFFICE OF THE SECRETARY  
1000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-1000

26 March 2003

MEMORANDUM FOR PRINCIPAL DEPUTY UNDER SECRETARY OF DEFENSE  
(PERSONNEL AND READINESS)

SUBJECT: Annual Report to Congress on Status of Female Members  
of the Armed Forces-Information Memorandum

As requested in your memo of 18 March 2003 (Attachment 1), the Annual Report on Status of Female Members of the Armed Forces, U.S. Navy and U.S. Marine Corps, for Fiscal Year 2002 (Attachments 2 and 3) have been reviewed for content and are provided in accordance with the National Defense Authorization Act for Fiscal Year 2003 (H.R. 4546). Each Service's comments are provided for your review and information.

We are prepared to expand on the data presented in our report and provide clarifying comments where necessary. My point of contact is Major Robert C. Morris, III. He can be reached at commercial (703) 693-0237, DSN 223-0237, and electronically [morris.robert@hq.navy.mil](mailto:morris.robert@hq.navy.mil).

A handwritten signature in cursive script, appearing to read "William A. Navas, Jr.".

William A. Navas, Jr.  
Assistant Secretary of the Navy  
(Manpower and Reserve Affairs)

Attachments:

1. Section 562, NDAA for FY03 (H.R. 4546)
2. Navy Comments
3. Marine Corps Comments



DEPARTMENT OF THE AIR FORCE  
WASHINGTON, DC

Office of the Assistant Secretary

28 MAR 2003

MEMORANDUM FOR PRINCIPAL DEPUTY UNDER SECRETARY OF DEFENSE  
(PERSONNEL & READINESS)

FROM: Assistant Secretary of the Air Force (Manpower & Reserve Affairs)

SUBJECT: FY02 Annual Report to Congress on the Status of Female Members of the Armed Forces

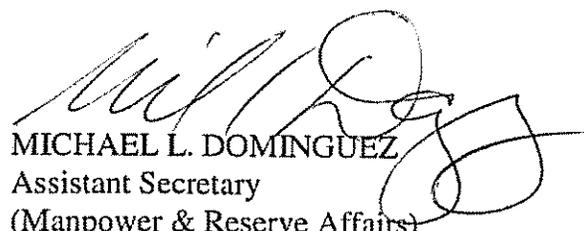
We have carefully reviewed the subject report, and recommend the following changes be made to enhance the overall report:

Add an introduction and summary. The introduction could include Congressional intent for requesting the report. The summary could provide an overall assessment of the status of women in the armed forces based on the data given.

It would be helpful to add methodology on how each of the Services, DMDC, MEO, and Health Affairs prepared their data. This eases the process of making comparisons between the Services and helps the reader formulate an overall opinion.

Data needs to be reviewed again for possible discrepancies. One example is in the Spouse Assignment Section (Active Duty Married Couples with Different Zip Codes), the numbers do not match across the board. For instance, under the Air Force column *married to Navy row*, we show 88 members in the category. One would expect to see the same number under the Navy column *married to Air Force row*, but the number is 104.

Thank you for the opportunity to provide input on this report. Please have your staff contact Maj Ford at 697-7007 for any further information.

  
MICHAEL L. DOMINGUEZ  
Assistant Secretary  
(Manpower & Reserve Affairs)

Attachment:  
FY 2002 Annual Report with AF Inputs

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
(PERSONNEL & READINESS)  
Military Personnel Policy

June 3, 2003

Note For: Mr. Molino (ADUSD-EO)

Col Dailey (DACOWITS)

Subject: Coordination

This report is overdue to Congress, but not certain you had seen, and believe PDUSD would want to be sure you were OKay with it.

May I ask for your earliest possible (hopefully favorable ☺) coordination?

Many thanks!



Bill Carr, 697-4166  
Acting DepUnder Secretary  
(Military Personnel Policy)

COORDINATION:

John H. Molino 6/23/03

8. SEXUAL HARASSMENT INCIDENT REPORTING:

The incidence of sexual harassment complaints made during fiscal year 2002, stated as the number of cases in which complaints of sexual harassment were filed under procedures of Military Departments that are applicable to the submission of sexual harassment complaints, together with the number and percent of the complaints that were substantiated.

	<u>ARMY</u>	<u>NAVY</u>	<u>AIR FORCE</u>	<u>MARINE CORPS</u>	<u>DoD</u>
Sexual Harassment Complaints	99	89	37	40	265 ✓
Complaints Substantiated	43 (43%)	45 (51%)	25 (68%)	12 (30%)	<del>261</del> 47 <del>119 (46%)</del> 125 ✓

MR JOHNSON, CJ 6/23

- WE PROVIDED INFO ON COMPLAINT DATA (OBTAINED FROM SERVICES)
- ONLY PROBLEM IS MATH WAS NOT CORRECT
- SHOULD READ AS CORRECTED ABOVE

- RECOMMEND ACTING DUSD(EO) COORDINATION W/ CHANGES

UNNY LOVE  
(703)697-6381

OFFICE OF THE UNDER SECRETARY OF DEFENSE  
(PERSONNEL & READINESS)  
Military Personnel Policy

June 3, 2003

Note For: Mr. Molino (ADUSD-EO)

Col Dailey (DACOWITS)

Subject: Coordination

This report is overdue to Congress, but not certain you had seen, and believe PDUSD would want to be sure you were OKay with it.

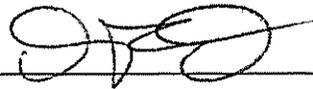
May I ask for your earliest possible (hopefully favorable ☺) coordination?

Many thanks!



Bill Carr, 697-4166  
Acting DepUnder Secretary  
(Military Personnel Policy)

COORDINATION: \_\_\_\_\_



Bill,

page 18, list of officer fields seems to repeat itself after "other".

You have my favorable coordination

Denise