

NOT FOR PUBLICATION UNTIL
RELEASED BY THE HOUSE
ARMED SERVICES COMMITTEE

STATEMENT OF

ADMIRAL GARY ROUGHEAD

CHIEF OF NAVAL OPERATIONS

BEFORE THE

HOUSE ARMED SERVICES COMMITTEE

ON

THE REVIEW OF THE IMPLEMENTATION PLANS FOR THE REPEAL

OF

LAW AND POLICIES GOVERNING SERVICE BY

OPENLY GAY AND LESBIAN SERVICE MEMBERS

7 APRIL 2011

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Chairman McKeon, Representative Smith, and distinguished members of the committee, thank you for the opportunity to appear before you today to address how our Navy is preparing to implement the repeal of 10 U.S. Code 654.

I testified before the Senate Armed Services Committee in December that I supported repeal of 10 U.S. Code 654. The United States Navy can successfully implement a repeal of the law. Combat effectiveness is what we provide the nation and repeal will not change who we are or what we do. Your Navy will continue to be the professional, global, effective, and relevant force for the nation it has always been.

Although a specific date for repeal has not been set, we have begun the process for a prompt and thoughtful transition. We are preparing the necessary policies and regulations to implement this change in the law, and we are training our Sailors and leaders at all levels. Our training emphasizes the principles of leadership, professionalism, discipline, and respect, which I believe are key to successful implementation of a repeal of 10 U.S. Code 654. We are focusing on ensuring our Sailors understand what repeal means to them, their families, and the Navy, and that our standards of conduct and behavior will not be compromised.

We are carrying out our training using a tiered approach to ensure all Sailors receive the appropriate level of training. The foundation of our training across all tiers is a core training curriculum developed in coordination with the Office of the Secretary of Defense and our fellow services. Face-to-face instruction, augmented by situational vignettes and facilitated discussion, is our primary method of training. Where face-to-face instruction is not practicable, we are providing guided training via video conferencing (VTC) and Defense Connect Online (DCO), as well as e-learning options.

Tier 1 training includes specialized content tailored to experts who may deal more frequently with repeat issues, to include chaplains, judge advocates, public affairs officers, equal opportunity advisors, personnel specialists, military law enforcement, Fleet and Family Support Center personnel, senior human resource officers, and recruiters. As of 21 March, over 1,000 Tier 1 personnel, representing approximately seven percent of our total Tier 1 population, have been trained.

Tier 2 training is focused on preparing senior Navy leadership and command leaders to deliver training to their personnel. Seventeen master mobile training teams (MMTTs) are training command leaders in seventeen geographic regions within the United States and overseas. Once certified by these master trainers, command leaders will then deliver Tier 3 training to the personnel within their respective commands. As of 21 March, our MMTTs have delivered training to over 60 percent of Tier 2 leaders. Since we initiated Tier 2 training on 22 February, over 6,000 active and reserve military and Navy civilian leaders have received training.

Tier 3 training has commenced for all hands which includes the active force, reserve force, and our Navy civilians who supervise military personnel. To date, more than 16,000 personnel have already received Tier 3 training. I have established 1 July as Navy's goal for completing training, and we are on track to achieve this goal.

We are assessing training effectiveness through objective and subjective measures. We are accounting for the number of individuals and units that complete training through our Navy Family Accountability and Assessment System (NFAAS) to ensure there are no gaps in any major commands or regions. To measure retention of training content, we are administering knowledge-based tests to a representative sample of Sailors after completion of training. Our

training teams provide continuous feedback on questions and concerns that arise during training sessions. Sailors also have the opportunity to submit individual questions or feedback about their training experiences through our Don't Ask, Don't Tell repeal web site. Questions asked during the training sessions or submitted online are reviewed and responses are added to the "Frequently Asked Questions" section of the web site. Our command leadership teams continue to provide regular reports capturing the "tone of the force" during this training period. I am personally reviewing these reports on a bi-weekly basis. Feedback from our sailors indicates the training they are receiving is comprehensive, well-delivered, and effective. Additionally, we have not observed any impacts to readiness, effectiveness, cohesion, recruiting, or retention. I am confident that the training assessment measures we have put in place will provide me with the necessary information to assess Navy's readiness for repeal.

I continue to provide regular updates on our training progress to the Secretary of Defense and the Chairman of the Joint Chiefs of Staff and remain personally engaged with them throughout this process. I am confident my assessment of Navy's readiness for repeal will be carefully considered during the certification process, and do not believe it is necessary to provide additional or separate input outside of this process.

I have the ultimate confidence that the men and women of the United States Navy, with their character, discipline, and decency, will successfully implement this change in the law. Navy leaders will continue to set a positive tone, create an inclusive and respectful work environment, and enforce our high standards of conduct throughout the Navy as we serve the nation. Our Sailors will continue to live by our core values of honor, courage, and commitment, which endure as the foundation of our great Navy.