



SECRETARY OF THE AIR FORCE  
WASHINGTON

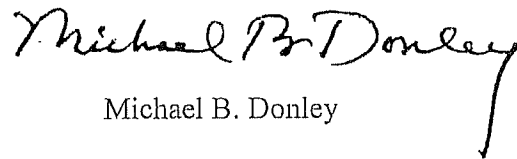
FEB 7 2011

MEMORANDUM FOR DISTRIBUTION C  
ALMAJCOM/CC

SUBJECT: Policy, Education and Training Implementation Guidance for DADT Repeal

On December 22, 2010, President Obama signed into law legislation providing for repeal of Section 654 of Title 10, United States Code, known as "Don't Ask, Don't Tell." Under the terms of the new law, the legislation stipulates that repeal will occur 60 days after the President, the Secretary of Defense, and the Chairman of the Joint Chiefs of Staff certify to Congress that implementation of policies and regulations are consistent with standards of military readiness, effectiveness, unit cohesion, and recruiting and retention. To achieve these conditions, successful implementation hinges on the ability of our senior leaders, commanders, chiefs, first sergeants, and supervisors at every level to clearly communicate, educate, and train our Airmen on what is expected in a post-repeal environment.

The changes in AF policy, consistent with DoD policy changes, will occur within the 60 days of the President's certification that DoD is ready for repeal. The effective date for the policy changes will be the date established for actual repeal. The OSD Repeal Implementation Team, along with each of the Services, has developed a standardized education and training program based on the policy changes that will become effective at that time. This training program will assist commanders and other senior leaders in providing our Airmen with a consistent message grounded in the profession of arms and an organizational climate of dignity and respect. Strong leadership at all levels is essential in executing this historical change effectively, responsibly, and in a deliberate manner. To facilitate timely and orderly repeal, commanders will ensure Airmen are trained on the new policy IAW the attached DADT implementation guidance.

A handwritten signature in black ink that reads "Michael B. Donley". The signature is written in a cursive style with a long vertical stroke extending downwards from the end.

Michael B. Donley

Attachment:  
Policy, Education and Training Implementation Guidance

## Policy, Education and Training Implementation Guidance

### 1. MILESTONES:

The following training milestones are OSD driven and run concurrently. However, Commanders at all levels are highly encouraged to utilize an incremental approach to training, to the maximum extent possible. By using this approach, it will allow Tier 1 (Functional experts) sufficient time to be trained, so that they may in turn be prepared to train Tier 2 (Leaders), who in turn will train Tier 3 (Uniformed Airmen).

Education and training preparation: 7-28 Feb 11 per OSD timeline

Training start date: NLT 1 Mar 2011 (NET 14 Feb 11)

Tier 1 completion date: NLT 1 May 2011

Tier 2 completion date: NLT 1 May 2011

Tier 3 completion date: NLT 30 Jun 2011

Reporting: every two weeks beginning 1 Mar 11

AF policy updates: effective certification + 60 days

2. POLICY: The following areas will have changes to policy: Separations, Accessions and Recruiting, and Re-accessions. Sexual orientation is a private and personal matter and will no longer be a barrier to service. Current policies that bar entry into the Air Force or direct separation will be deleted. The following areas have no policy changes: moral and religious issues, equal opportunity, benefits, medical policy, duty assignments, and release from service commitments. Air Force standards of conduct will not change and leaders at all levels will continue to enforce these high standards in an impartial way. Policies regarding the expression and free exercise of religion already exist and are adequate. All Airmen will have equal opportunity to reach their highest potential and are entitled to an environment free from personal, social or institutional barriers. The Defense of Marriage Act and certain legal definitions of “dependent” prohibit extension of some benefits, such as medical care, travel and housing allowances, to same-sex couples.

3. TRAINING: The OSD repeal implementation team, along with the armed services, developed a standardized training program based on the policy changes that will take effect on repeal. When local conditions or mission requirements demand additional training, commanders may supplement the training; however, at a minimum, all training must include, and be consistent with, the information in the AF-approved briefings. Consistent with the three-tiered framework prescribed by OSD, commanders are empowered to tailor the content and audience based on Airmen position, AFSC, and level of responsibility, rather than a “one-size” fits all approach. Tiers 1 and 2 provide detailed training for senior leaders, commanders, and functionals responsible for implementation. Tier 3 provides training for the remainder of the force. Each tier is described in detail below:

- Tier 1 (Expert level). Airmen responsible for administration or policy implementation, or whose AFSC requires them to understand the implications of any policy change. At a minimum this includes: judge advocates and civilian lawyers, chaplains, recruiters, personnel specialists, law enforcement personnel, criminal investigators, family support staff, equal opportunity advisors, housing counselors and health services personnel.
- Tier 2 (Leader level). Airmen in leadership positions who are responsible for maintaining standards of conduct, good order and discipline, and military effectiveness. At a minimum this includes: senior leaders (general/flag officers and senior executive service), commanding officers, command chiefs, squadron/group superintendents, first sergeants, public affairs, inspector general, and civilian supervisors of military personnel.

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- Tier 3 (Uniformed Airman). All remaining Airmen (military only) not in Tiers 1 and 2.  
NOTE: Tier 3 training must be included at all accession venues.

To facilitate the timely and orderly realization of repeal, commanders will ensure Airmen in Tiers 1-3 are trained on the new policy IAW the following guidance:

- Tier 1 training requirement is 100% of personnel identified in paragraph 3, unless an exception applies. Exceptions include, but are not limited to deployed personnel where training may have adverse mission impact as determined by the commander. Deployed members must complete training within 60 days of redeployment. Given the scope of this training, HAF functionals are authorized maximum flexibility in delivering training, e.g., face-to-face, computer based training, field memo, PowerPoint presentation, etc. The education and training programs for Airmen identified in Tier 1 of paragraph 3 must be completed NLT 1 May 11. Individuals who complete Tier 1 training have completed all their training requirements.
- Tier 2 training requirement is 100% of personnel identified in paragraph 3, unless an exception applies. Exceptions include, but are not limited to deployed personnel where training may have adverse mission impact as determined by the commander. Deployed members must complete training within 60 days of redeployment. Given the significant role leaders play in influencing the changes and the outcomes, MAJCOMs will ensure leaders identified in Tier 2 of paragraph 3 are trained NLT 1 May 11. The JA community is lead for providing Tier 2 training. Individuals who complete Tier 2 training have completed all their training requirements.
- Tier 3 training requirement is 100% of personnel identified in Tier 3 of paragraph 3, unless an exception applies. Exceptions include, but are not limited to deployed personnel where training may have adverse mission impact as determined by the commander. Deployed members must complete training within 60 days of redeployment. Given the scope and complexity of the new policy, commanders are directed to train Airmen identified in paragraph 3 by NLT 30 Jun 11. Face-to-face training is the Air Force-preferred delivery method. In the event that face-to-face training is not feasible, commanders are authorized to use the computer based training (CBT) posted on the Advanced Distributed Learning Service (ADLS) to assist in training completion. The CBT will be available starting 8 Mar 11.

4. REPORTING: Commanders are directed to use ADLS to track Tiers 1 thru 3 training completion. For either downloaded CBTs or instructor-led briefings, ancillary training monitors and unit training managers must update ADLS (beginning 1 Mar 11). Furthermore, Squadron Commanders are directed to validate their ADLS hierarchy to ensure it matches their current operational structure. In order to maintain top-notch education and training, feedback is essential. MAJCOM/A1s will provide feedback bi-monthly to AF/A1DL in an AF/A1 approved format (additional guidance is forthcoming). Feedback will include Airmen responses to this legislative change, pre-certification issues, and any other issues that may surface during the implementation period.

5. SUSTAINMENT: Education and training program rollout is critically important to implementation. Equally important is the AF's ability to provide targeted and enduring training

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across the continuum of learning. Sustainment education and training requirements, i.e. PME, CC courses, etc. will be vetted through the Air Force Learning Committee (AFLC) “gatekeeper” process.

6. RESOURCES: A DADT Repeal Resources website is located under the Life and Career Tab of the AF at: <https://www.my.af.mil/gcss-af/USAF/ep/globalTab.do?channelPageId=sA4057E1F2C6A9B77012DB9C8FB8B476E>  
The website will include informational resources for leaders at all levels. Commanders will be able to access Tier 3 training o/a 1 Mar 11.

7. POCs: If you have questions, please contact Ms. Ladonna McGrew, AF/AIDL, via e-mail at [ladonna.mcgreg@pentagon.af.mil](mailto:ladonna.mcgreg@pentagon.af.mil) or Lt Col Catherine McGowan, AF/AIDL, via e-mail at [catherine.mcgowan@pentagon.af.mil](mailto:catherine.mcgowan@pentagon.af.mil).