

U.S. Department of
Homeland Security

United States
Coast Guard



Military Transgender Service

COMDTINST M1000.13A
April 2019

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COMDTINST M1000.13A
12 APRIL 2019

COMMANDANT INSTRUCTION M1000.13A

Subj: MILITARY TRANSGENDER SERVICE

- Ref: (a) Secretary of Defense Directive-type Memorandum (DTM)-19-004, “Military Service by Transgender Persons and Persons with Gender Dysphoria”
 (b) DoD Instruction 1300.28, “In-Service Transition For Transgender Service Members”
 (c) Coast Guard Recruiting Manual, COMDTINST M1100.2 (series)
 (d) Coast Guard Medical Manual, COMDTINST M6000.1 (series)
 (e) Military Separations, COMDTINST M1000.4
 (f) Medical Standards for Appointment, Enlistment, or Induction in the Military Services, DoDI 6130.03
 (g) Assistant Secretary of Defense for Health Affairs Memorandum, “Guidance for Treatment of Gender Dysphoria for Active and Reserve Component Service Members.” July 29, 2016.

- PURPOSE. This Manual promulgates policies and standards for Coast Guard military transgender members.
- ACTION. All Coast Guard unit commanders, commanding officers, officers-in-charge, deputy/assistant commandants, and chiefs of headquarters staff elements must comply with the provisions of this Manual. Internet release is authorized.
- DIRECTIVES AFFECTED. Military Transgender Service, COMDTINST M1000.13, is hereby cancelled.
- BACKGROUND. Since 2016, transgender individuals have served openly in all branches of the armed forces. In 2018, the Department of Defense announced changes to the policy. The updated policy allows for continued service of all individuals regardless of gender identity so long as the individual is able to meet the stringent physical, mental, or behavioral standards required for military service. Accordingly, Coast Guard policies and standards have been adopted to ensure transgender members are able to serve on active duty or in the Reserve in

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accordance with References (a) and (b). Qualified transgender applicants will still be able to enter the Coast Guard and Coast Guard Reserve pursuant to DoD Instruction 6130.03, "Medical Standards for Appointment, Enlistment, or Induction in the Military Services," which sets medical accession policy for all the military services, and is referenced by Reference (c) and Coast Guard Recruiting Manual, COMDTINST M1100.2 (series).

5. DISCLAIMER. This guidance is not a substitute for applicable legal requirements, nor is it itself a rule. It is intended to provide operational guidance for Coast Guard personnel and is not intended to nor does it impose legally-binding requirements on any party outside the Coast Guard.
6. MAJOR CHANGES. This manual incorporates provisions of the Secretary of Defense Directive-type Memorandum 198-004, "Military Service by Transgender Persons and Persons with Gender Dysphoria" dated 12 MAR 2019. As of 12 APR 2019, this policy removes special accommodations that under previous policies of 2016 were afforded to persons with a diagnosis or history of gender dysphoria or with a history of medical treatment for gender dysphoria. Service members who received a diagnosis of gender dysphoria from, or had such diagnosis confirmed by, a military medical provider before 12 APR 2019 are allowed to continue their transition or continue serving in their preferred gender under the previous 2016 policies. On or after 12 APR 2019, Service members diagnosed with gender dysphoria may be retained if they do not require a gender transition to protect their health, as certified by a military medical provider, and are willing and able to serve in their biological sex and comply with all standards applicable to their biological sex. This policy allows persons with a history of gender dysphoria who do not have a history of cross-sex hormone therapy or any gender affirming surgeries to join the Coast Guard if they can demonstrate a 36-month period of stability in their biological sex. An applicant with a history of cross-sex hormone therapy or gender-affirming surgery or genital reconstruction is presumptively disqualified from service. This manual also provides updated policies for retention, accession, waivers and separation of persons with gender dysphoria.
7. ENVIRONMENTAL ASPECT AND IMPACT CONSIDERATIONS.
 - a. The development of this Instruction and the general policies contained within it have been thoroughly reviewed by the originating office in conjunction with the Office of Environmental Management, Commandant (CG-47). This Instruction is categorically excluded under current Department of Homeland Security (DHS) categorical exclusion (CATEX) A3 from further environmental analysis in accordance with "Implementation of the National Environmental Policy Act (NEPA)", DHS Instruction Manual 023-01-001-01 (series).
 - b. This Instruction will not have any of the following: significant cumulative impacts on the human environment; substantial controversy or substantial change to existing environmental conditions; or inconsistencies with any Federal, State, or local laws or administrative determinations relating to the environment. All future specific actions resulting from the general policy in this Instruction must be individually evaluated for compliance with the National Environmental Policy Act (NEPA), Department of

Homeland Security (DHS) and Coast Guard NEPA policy, and compliance with all other applicable environmental mandates.

8. DISTRIBUTION. No paper distribution will be made of this Manual. An electronic version will be located on the following Commandant (CG-612) web sites. Internet: <http://www.dcms.uscg.mil/directives>, and CGPortal: <https://cgportal2.uscg.mil/library/directives/SitePages/Home.aspx>.
9. RECORDS MANAGEMENT CONSIDERATIONS. This Manual has been evaluated for potential records management impacts. The development of this Manual has been thoroughly reviewed during the directives clearance process, and it has been determined there are no further records scheduling requirements, in accordance with Federal Records Act, 44 U.S.C. 3101 et seq., National Archives and Records Administration (NARA) requirements, and the Information and Life Cycle Management Manual, COMDTINST M5212.12 (series). This policy does not create significant or substantial change to existing records management requirements.
10. FORMS/REPORTS. The forms referenced in this Manual are available in USCG Electronic Forms on the Standard Workstation or on the Internet: <http://dcms.uscg.mil/directives>; and CGPortal: <https://cgportal2.uscg.mil/library/forms/SitePages/Home.aspx>.
11. REQUESTS FOR CHANGES. Recommendations for changes or improvements to this Manual are welcome and should be submitted via the chain of command to the Office of Military Personnel, Policy and Standards Division, Commandant (CG-1331), at HQS-PolicyandStandards@uscg.mil.

M. W. SIBLEY /s/
Rear Admiral, U.S. Coast Guard
Director of Reserve and Military Personnel

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- (1) Exempt Members: Gender Transition Request (GTR)
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- (3) Exempt Members: Transition Plans
- (4) Exempt Members: Exceptions to Policy (ETP)
- (5) Exempt Members: Determination of Gender and Changing a Member’s Gender Marker in DEERS
- (6) Exempt Members: Reserve Specific Standards
- (7) Exempt Members: Changing a Gender Marker in DEERS

Chapter 1 **OVERVIEW**

- A. Overview. This Chapter states this Manual's authority, applicability, and relationships to other Coast Guard policies.
- B. Authority. The authorities for this Manual are References (a) and (b), which established the policy that transgender members are able to serve as military members in the Department of Defense (DoD). Both apply to the Coast Guard at all times.
- C. Applicability.
1. This Manual applies to:
 - a. Active duty members,
 - b. Coast Guard Academy cadets,
 - c. All members of the Ready Reserve and Standby Reserve,
 - d. Retired members recalled to active duty, and
 - e. Members of other U.S. uniformed services assigned to the Coast Guard, as amended by any appropriate agreement.
 2. Unless specifically mentioned, all policies and standards in this Manual apply equally to Active and Reserve component members, including cadets.
 3. This Manual does not apply to:
 - a. Dependents of Coast Guard personnel,
 - b. Civilians employed by the Coast Guard,
 - c. Coast Guard Auxiliarists,
 - d. Civilian contractors,
 - e. Visitors to Coast Guard facilities, and
 - f. Any person not explicitly listed in Article 1.C.1. of this Manual.
- D. Policy. It is Coast Guard policy that:
1. Service in the Coast Guard should be open to all members who can meet the high standards for military service and readiness without special accommodations.

2. All members must be treated with dignity and respect. No person, solely on the basis of his or her gender identity, will be:
 - a. Denied accession into the Coast Guard;
 - b. Involuntarily separated or discharged from the Coast Guard;
 - c. Denied reenlistment or continuation of service in the Coast Guard; or
 - d. Subjected to adverse action or treatment.
 3. Except where a provision of this policy has granted an exception, transgender members will be subject to the same standards as all other members.
 - a. When a standard, requirement, or policy depends on whether the individual is a male or a female (e.g., medical fitness for duty, physical fitness and body fat standards, berthing/bathroom/shower facilities, and uniform and grooming standards, etc.), all members will be subject to the standard, requirement, or policy associated with their biological sex.
 - b. Transgender members may seek waivers or exceptions to these or any other standards, requirements, or policies on the same terms as any other member.
 4. Service members who accessed in their preferred gender or received a diagnosis of gender dysphoria from, or had such diagnosis confirmed by, a military medical provider before 12 April 2019 will be allowed to continue serving in the military pursuant to the policies and procedures in effect before 12 April 2019.
 5. On or after 12 April 2019, members who are diagnosed with, or have a history of, gender dysphoria, or who have undergone gender transition, are generally disqualified from accession or retention in the military services unless they are willing and able to adhere to the standards associated with their biological sex.
 6. In-service gender transition is generally not authorized.
- E. Other Coast Guard Policies and Procedures. A broad range of Coast Guard military personnel, medical, and operational policies reference a member's gender. This Manual has no impact on any other Coast Guard Directive, except to determine the standards applicable to a transgender member at any particular time.

Chapter 2 **ROLES AND RESPONSIBILITIES**

- A. Overview. This Chapter states general responsibilities. Additional roles and responsibilities are stated in subsequent Chapters in this Manual.
- B. Commandant (DCMS). Serves as the final appeal authority for waiver requests in Chapter 4.C of this Manual.
- C. Commandant (CG-1). The Assistant Commandant for Human Resources must:
1. Develop and publish policy concerning military service for transgender members and members with gender dysphoria for the Coast Guard consistent with the policies and procedures established by the DoD.
 2. May exercise waiver authority in accordance with Reference (a).
 3. Implement processes for the assessment and oversight of compliance with DoD and Coast Guard policies and procedures applicable to service by transgender members.
 4. Beginning in 2021, and no less frequently than triennially thereafter, direct an inspection of compliance with Reference (b), this Directive and other implementing Coast Guard regulations, policies, and guidance, and review the Report of Inspection for purposes of assessing and overseeing compliance; identifying compliance deficiencies, if any; timely initiating corrective action, as appropriate; and deriving best practices and lessons learned.
- D. Commandant (CG-11). Director of Health, Safety, and Work-Life must promulgate additional policies and standards for medical diagnosis of gender dysphoria and care of transgender members and those members who have completed a gender transition.
- E. Commandant (CG-13).
1. The Director of Reserve and Military Personnel must review and update policy and procedure to ensure Coast Guard-wide compliance with this Manual.
 2. Commandant (CG-13) serves as the final appeal authority for Gender Transition Requests (GTR) in Enclosure (1) of this Manual.
- F. Commander, Coast Guard Personnel Service Center (CG PSC).
1. Serves as the approving authority for Gender Transition Requests (GTR) in Enclosure (1) of this Manual.
 2. Serves as senior executive tasked with immediate oversight of the Service Central Coordination Cell (SCCC).

3. Serves as the approving authority for exception to policy (ETP) requests in accordance with Enclosure (4) of this Manual.
 4. Make adjustments, as needed, to the date on which the member's gender transition, or any component of the transition process, will commence.
 5. Serves as the approving authority to change the gender marker in Defense Enrollment Eligibility Reporting System (DEERS) in accordance with Enclosure (5) of this Manual.
 6. Executes an approved gender marker change in DEERS and Coast Guard data systems.
 7. Submits reports in accordance with Chapter 5 of this Manual.
- G. Commander, Coast Guard Force Readiness Command (FORCECOM). Assists Commander (CG PSC) in educating all military and civilian members to ensure appropriate understanding of the policies and procedures pertaining to transgender service in the military.
- H. Commanding Officer, Coast Guard Health Safety Work Life Service Center (HSWL SC).
1. Provides military medical provider training and oversight in the establishment of the medical diagnosis of gender dysphoria, determining medical necessity of gender transition, medical referrals, creation of medical treatment plans, and delivery of subsequent medical care.
 2. Determines if providers are qualified to provide a diagnosis of gender dysphoria in accordance with Enclosure (1) of this Manual.
 3. Determines if providers are qualified to endorse the medical treatment plan in accordance with Enclosure (2) of this Manual.
- I. Commanding Officers and Officers in Charge (CO/OIC).
1. Reviews and forwards a member's waiver request to be considered exempt to ensure that it:
 - a. Complies with this Manual;
 - b. Considers the individual facts and circumstances presented by the member; and
 - c. Incorporates consideration of other factors, as appropriate.
 2. Reviews an exempt member's Gender Transition Request (GTR) to ensure it:
 - a. Complies with this Manual;
 - b. Considers the individual facts and circumstances presented by the member;

- c. Preserves military readiness by minimizing impacts to the mission (including deployment, operational, training, exercise schedules, and critical skills availability), as well as impacts to the morale and welfare, and good order and discipline of the unit;
 - d. Is consistent with the medical treatment plan;
 - e. Is consistent with the transition plan; and
 - f. Incorporates consideration of other factors, as appropriate.
3. Consults with the SCCC.
 4. Coordinates with the military medical provider regarding any medical care or treatment provided to the member.
 5. Assesses expected impacts on mission and readiness after consideration of the advice of military medical providers and addresses such impacts to the morale, welfare, and good order and discipline of units in accordance with this Directive.
 6. Provides recommendations based on operational requirements.
 7. Promptly responds to any request for medical care, as identified by the military medical provider, and ensures such care is provided consistent with applicable regulations.
- J. Military Medical Providers. Establish or confirm the member's medical diagnosis of gender dysphoria, recommend medically necessary care and treatment, and, in consultation with the member, develop a medical treatment plan, as set forth in Enclosure (2) of this Manual, for submission to the CO/OIC.
1. In accordance with Reference (d), notify the CO/OIC on the medical diagnosis of gender dysphoria applicable to the member, including the provider's assessment of the medically necessary care and treatment, the urgency of the proposed care and treatment, the likely impact of the care and treatment on the member's readiness and deployability, and the scope of the human and functional support network needed to support the individual.
 2. Coordinates with a military Medical Multidisciplinary Team (MMDT) to ensure validity of the diagnosis of gender dysphoria and validation when the member is stable in gender. MMDT composition must be commensurate with the level of treatment complexity and include a mental health provider, an endocrinologist (for cross-sex hormone therapy), and a surgeon (if surgery is deemed medically necessary). MMDT members must be knowledgeable in medical care for gender dysphoria.
 3. Formally advise the CO/OIC when the member is stable in gender, and recommend to the CO/OIC a time at which the member's gender marker may be changed in DEERS.

4. Provision of care may involve multiple facilities and require appropriate care coordination between providers. In no circumstance will a provider be required to deliver care that he or she feels unprepared to provide either by lack of clinical skill or due to ethical, moral or religious beliefs. However, referral to an appropriate provider or level of care is required under such circumstances.

K. Service Central Coordination Cell (SCCC). The SCCC provides multi-disciplinary (e.g., policy, medical, legal, military personnel management) expert advice and assistance to CO/OICs with regard to service by transgender members and to assist CO/OICs in the execution of Coast Guard policies and procedures. The SCCC is a tool that helps COs/OICs understand the generalities and nuances of transgender member service and medical treatment, reaffirms that no two individuals are identical, helps commands navigate through the treatment process (regardless of complexity), and ensures a methodical approach to transgender member care across the Coast Guard.

1. Membership. The SCCC is made up of representatives from the following organizations:
 - a. Commandant (CG-00H) – Civil Rights Directorate
 - b. Commandant (CG-092) – Governmental and Public Affairs
 - c. Commandant (CG-133) – Office of Military Personnel
 - d. Commandant (CG-112) – Office of Health Services
 - e. Commandant (CG-127) – Office of Diversity and Inclusion
 - f. Commandant (CG-LGL) – General Law
 - g. Commander (CG PSC)
 - h. Commanding Officer (HSWL SC)
 - i. Commander (LANT-1), *Ad Hoc* member
 - j. Commander (PAC-1), *Ad Hoc* member
 - k. Commander (DOL-1), *Ad Hoc* member
 - l. Any additional members required by Commandant (CG-1)
2. Authority. The SCCC acts as a guidance and recommendatory body to CO/OIC and stakeholders, and only Commander (CG PSC) may issue an ETP, in accordance with Enclosure (4) of this Manual.

3. Senior Executive Tasking. Commander (CG PSC), per Article 2.F.2. of this Manual, is the senior executive tasked with immediate oversight of the SCCC. This includes, but is not limited to:
 - a. Maintenance and responses of the SCCC@uscg.mil e-mail; and
 - b. Maintenance of any websites or related transgender information sites for Coast Guard commands and members.
4. SCCC Response. The SCCC must contact the CO/OIC within five business days to assess a request and begin giving advice and assistance to the CO/OIC.

L. Gender Dysphoric Members.

1. Members should review Chapter 4 to determine if they are in an exempt or nonexempt status.
2. In accordance with Reference (d), all members have a responsibility to maintain their health and fitness, meet individual medical readiness requirements, and report to their chains of command any medical (including mental health) or health issue that may affect their readiness to deploy or fitness to continue serving in an active status.
3. Each member in the Active Component or in an active status, Selected Reserve (SELRES), Individual Ready Reserve (IRR), or Active Status List (ASL) will, as a condition of continued military service, report significant health information to their chain of command. Members who have or have had a medical condition that may limit their performance of official duties, must consult with a military medical provider concerning their diagnosis of gender dysphoria and proposed treatment, and must notify their CO/OIC.
4. When an exempt member receives a diagnosis of gender dysphoria from a military medical provider indicating that gender transition is medically necessary to protect the health of the member and the member desires gender transition, the member submits a Gender Transition Request (GTR) to their CO/OIC that must comply with Enclosure (2) of this Manual.
5. A non-exempt member with a diagnosis of gender dysphoria from a military medical provider must review Article 4.B.3-5 to help determine their retention status.

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Chapter 3 **GENERAL POLICIES AND STANDARDS**

A. Overview. This Chapter states general policies and standards for all transgender members.

B. Presumptions.

1. Transgender members are subject to the same standards and procedures as other members with regard to their medical fitness for duty, physical fitness, uniform and grooming standards, deployability, and retention.
2. Open service by transgender members is consistent with military service and readiness.
3. If a member with a medical treatment plan is unable to meet standards or requires an exception to policy (ETP), all reasonable efforts will be made to minimize impacts to the mission and unit readiness.

C. Determination of Gender and Changing Gender.

1. For the purposes of this instruction, the only gender recognized by the Coast Guard is the member's gender (male or female) entered in DEERS and Coast Guard data systems. A change in gender only occurs when the member's gender marker in DEERS is changed. Members must be considered and treated in accordance with the gender recorded in DEERS in all respects, unless the member has an approved exception to policy (ETP) granted by Commander (CG PSC) in accordance with Enclosure (4) of this Manual.
2. Coincident with the member's gender, the Coast Guard applies, and the member is responsible to meet, all standards for uniforms and grooming; body fat standards; physical readiness testing; drug testing participation (including serving as an observer and being observed); and other military standards for the member's gender.
3. All members will use those berthing, bathroom, and shower facilities, which are subject to regulation by the Coast Guard, associated with the member's gender.
4. Respect is one of the Coast Guard's core values. Given that, modesty, regardless of a member's gender, sexual orientation, etc., is expected and paramount especially in close quarters.

D. Medical.

1. Gender dysphoria is considered a condition not constituting a disability as that term is defined in Reference (d) and DoD Instruction 1332.18. The Secretary of Homeland Security may authorize separation on the basis of conditions and circumstances not constituting a physical disability that interfere with assignment to or performance of duty. A member is ineligible for referral to the Physical Disability Evaluation System when he or

she has a condition not constituting a disability. A member with a diagnosis of gender dysphoria who is also diagnosed with co-morbidities that are appropriate for disability evaluation processing in accordance with DoD Instruction 1332.18 (e.g., depressive disorder, anxiety disorder), may be referred to PDES.

2. For non-exempt members diagnosed with gender dysphoria, the Coast Guard will provide necessary care consistent with Section 1074 of Title 10, United States Code, Reference (g), and the Physical Disability Evaluation System (PDES) Manual COMDTINST M1850.2 (series) for as long as the individual remains a service member as provided in a medical treatment plan developed with the military medical provider and provided to the commander. If the member is to be separated from military service, the Coast Guard will take appropriate action to facilitate the continuity of health care consistent with Reference (e).
3. Exempt members, with a diagnosis of gender dysphoria from a military medical provider indicating that gender transition is medically necessary to protect the health of the member, will be provided medical care and treatment for the diagnosed medical condition in accordance with Reference (d). Recommendations of a military medical provider will address the severity of the member's medical condition and the urgency of any proposed medical treatment. Medical advice to CO/OIC will be provided in a manner consistent with processes used for other medical conditions that may affect the member's performance of official duties.
4. Commander (CG PSC) must approve the Gender Transition Request (GTR) and medical treatment plan before an exempt member may begin medical treatment, other than behavioral health screening and treatment.
5. Any medical care and treatment provided to an individual member for gender dysphoria will be provided in the same manner as other medical care and treatment. Nothing in this Directive will be construed to authorize a CO/OIC to deny medically necessary treatment to a member.
6. Any determination that a transgender member is non-deployable at any time will be made in accordance with established Coast Guard standards.
7. To the extent practicable, training plans and requirements, and additional procedural guidance for care and services will be consistent across the Military Health System (MHS), in accordance with Defense Health Agency (DHA) procedural guidance.

E. U.S. Coast Guard Academy Cadets.

1. An exempt cadet may request to change their gender marker in DEERS, in accordance with this Manual.

2. A cadet who is diagnosed with gender dysphoria may be disenrolled based on a medical condition that impairs their ability to complete required training.
3. A cadet who is diagnosed with gender dysphoria must meet all medical commissioning and appointment standards as a prerequisite to graduation and appointment in the Armed Forces.

F. Protection of Personally Identifiable Information (PII).

1. In accordance with The Coast Guard Freedom of Information (FOIA) and Privacy Acts Manual, COMDTINST M5260.3 (series), in cases in which there is a need to collect, use, maintain, or disseminate PII in furtherance of Reference (b), this Manual, and other Coast Guard regulations, policies, or guidance, the Coast Guard will protect against unwarranted invasions of personal privacy and the unauthorized disclosure of such PII. The Coast Guard will maintain such PII so as to protect an individual's rights, consistent with federal law, regulation, and policy.
2. All entities must ensure the protection of PII and personal privacy considerations in the implementation of this Manual and Coast Guard regulations, policies, and guidance.

G. Personal Privacy Considerations.

1. A CO/OIC may employ reasonable measures to balance respect and the privacy interests of all members.
2. New or renovated bathrooms, showers, and berthing are not required by this Manual.
3. Unisex bathrooms, showers, and berthing are not required by this Manual.
4. In executing any accommodation, the CO/OIC will take into account the physical construction of the facilities as well as the privacy of other members using the facilities in question. The unit commander should consider and balance the needs of the transgender member and the needs of the command.
5. The installation should explore no-cost facility options. No-cost options may include, but are not limited to, allowing the transgender member to use any family style restroom/shower area or providing additional time for the member to use the privacy of their domicile. No-cost options should not include special accommodations not available to other members of the unit, such as use of command cadre's facilities, or facilities otherwise not available to others of the same pay-grade.
6. Coast Guard Housing Manual, COMDTINST M11101.13 (series) states policies and standards for unaccompanied personnel housing assignment. Currently, members are assigned to quarters based on the gender reflected in the DEERS, consistent with policy in Reference (a). Until an ETP is approved or gender is changed in DEERS, the transgender

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member will use the facilities associated with their gender marker in DEERS, taking into account Paragraph 1 above.

Chapter 4 **MEDICAL STANDARDS FOR APPOINTMENT, ENLISTMENT,
INDUCTION, AND RETENTION**

A. Exempt Individuals.

1. Applicability. Individuals are considered exempt from Article 4.B if, before 12 April 2019, they:
 - a. Entered into a contract for enlistment into the Coast Guard using DD Form 4, “Enlistment/Reenlistment Document Armed Forces of the United States (including the Delayed Entry Program),” and were medically qualified for enlistment in the Coast Guard in their preferred gender; or
 - b. Were selected for entrance into an officer commissioning program through a selection board or similar process and were medically qualified in their preferred gender; or
 - c. As a Service member, received a diagnosis of gender dysphoria from or had such diagnosis confirmed by a military medical provider.
2. Appointment, Enlistment, or Induction into the Coast Guard. Individuals who are exempt will be accessed or commissioned based on the following medical standards, provided they are medically qualified in all other respects in accordance with Reference (d):
 - a. A history of gender dysphoria is disqualifying, unless, as certified by a licensed mental health provider, the applicant has been stable without clinically significant distress or impairment in social, occupational, or other important areas of functioning for 18 months.
 - b. A history of medical treatment associated with gender transition is disqualifying, unless, as certified by a licensed medical provider:
 - (1) The applicant has completed all medical treatment associated with the applicant’s gender transition; and
 - (2) The applicant has been stable in the preferred gender for 18 months; and
 - (3) If the applicant is presently receiving cross-sex hormone therapy post-gender transition, the individual has been stable on such hormones for 18 months.
 - c. A history of sex reassignment or genital reconstruction surgery is disqualifying, unless, as certified by a licensed medical provider:
 - (1) A period of 18 months has elapsed since the date of the most recent of any such surgery; and

- (2) No functional limitations or complications persist and any additional surgery is not required.
3. In-Service Transition. Service members who are exempt may continue to receive all medically necessary treatment, as defined in Reference (d) and DoD Instruction 1300.28, to protect the health of the individual, obtain a gender marker change in the Defense Enrollment Eligibility Reporting System (DEERS) in accordance with DoD Instruction 1300.28, and serve in their preferred gender. A member requesting a transition must follow the procedures in Enclosures (1) to (7).
4. Separation and Retention. Service members who are exempt:
 - a. May not be separated, discharged, or denied reenlistment or continuation of service solely on the basis of gender identity.
 - b. May be retained without a waiver. A Service member whose ability to serve is adversely affected by a medical condition or medical treatment related to his or her gender identity or gender transition should be treated, for purposes of separation and retention, in a manner consistent with a Service member whose ability to serve is similarly affected for reasons unrelated to gender identity or gender transition.

B. Non-Exempt Individuals.

1. Applicability. Individuals are not exempt if they do not meet the criteria of Article 4.A. of this Manual.
2. Appointment, Enlistment, or Induction into the Coast Guard. Individuals who are not exempt will be accessed or commissioned based on the following medical standards, provided they are medically qualified in all other respects in accordance with DoD Instruction 6130.03:
 - a. A history or diagnosis of gender dysphoria is disqualifying unless:
 - (1) As certified by a licensed mental health provider, the applicant demonstrates 36 consecutive months of stability in the applicant's biological sex immediately preceding submission of the application without clinically significant distress or impairment in social, occupational, or other important areas of functioning; and
 - (2) The applicant demonstrates that the applicant has not transitioned to his or her preferred gender and a licensed medical provider has determined that gender transition is not necessary to protect the health of the individual; and
 - (3) The applicant is willing and able to adhere to all applicable standards, including the standards associated with the applicant's biological sex.

- b. A history of cross-sex hormone therapy or a history of sex reassignment or genital reconstruction surgery is disqualifying.
3. In-Service Transition. Individuals who are not exempt must adhere, like all other Service members, to the standards associated with their biological sex. These nonexempt Service members may consult with a military medical provider, receive a diagnosis of gender dysphoria, and receive mental health counseling, but may not obtain a gender marker change in DEERS or serve in their preferred gender.
4. Retention. Service members who are not exempt may be retained without a waiver if they receive a diagnosis of gender dysphoria on or after 12 April 2019, provided that:
 - a. A military medical provider has determined that gender transition is not necessary to protect the health of the individual; and,
 - b. The Service member is willing and able to adhere to all applicable standards, including the standards associated with his or her biological sex.
5. Separation. Service members who are not exempt:
 - a. May not be separated, discharged, or denied reenlistment or continuation of service solely based on gender identity.
 - b. May not be separated solely based on a diagnosis of gender dysphoria without first being medically evaluated for possible referral to the Physical Disability Evaluation System (PDES) for other co-morbidities in Reference (d).
 - c. If referral to the PDES is not appropriate in accordance with Reference (d), may be subject to processing for administration separation in accordance with Reference (e) pursuant to the following guidance:
 - (1) Commander Personnel Service Center may authorize separation based on conditions and circumstances not constituting a physical disability that interfere with assignment to or performance of duty based on a diagnosis of gender dysphoria where the Service member is unable or unwilling to adhere to all applicable standards, including the standards associated with his or her biological sex, or seeks transition to another gender.
 - (2) Separation processing will not be initiated until the Service member has been formally counseled that the inability to comply with standards related to biological sex are grounds for separation. Document the formal counseling in a Coast Guard Memorandum from Commanding Officer/Officer in Charge to the member.
 - (a) Separation processing will not be initiated until the Service member has been counseled in writing that the condition does not qualify as a disability.

- (b) Service members are ineligible for referral to the PDES when they have a condition not constituting a physical disability as described in Reference (d).
 - (c) Service members may be referred to the PDES if they co-morbidities in addition to gender dysphoria that are appropriate for disability evaluation processing in accordance with Reference (d), before processing for administrative separation.
- (3) Service members with a diagnosis of gender dysphoria may be subject to the initiation of administrative separation processing in accordance with Article 4.B.5. of this Manual, if they are unable or unwilling to adhere to all applicable standards, including the standards associated with their biological sex.
- (4) Nothing in this guidance precludes appropriate disciplinary action for Service members who refuse orders from lawful authority to comply with applicable standards.

C. Waivers.

1. Applicability. The Commandant may grant waiver, in whole or in part to the requirements of this Chapter in individual cases. This authority is delegated to the Assistant Commandant for Human Resources (CG-1) and can be delegated no lower.
 - a. If a waiver is granted permitting an applicant or Service member, who is not exempt under Article 4.A of this Manual, to serve in his or her preferred gender, such an individual will be considered from that point forward to be exempt in accordance with Article 4.A.
 - b. The provisions concerning who may qualify as exempt under Article 4.A.1 of this Manual may not be waived. A person who is exempt under Article 4.A. may not have his or her exempt status revoked.
2. Waiver requests. Service members and applicants for Coast Guard Service may request a waiver to be exempt under Article 4.A. of this Manual using the following process.
 - a. Applicants must request a waiver to the Assistant Commandant for Human Resources (CG-1) through Coast Guard Recruiting Command and Coast Guard Personnel Service Center. Coast Guard Recruiting Command must contact the SCCC within five business days of receiving a waiver request. The SCCC must be contacted via email at SCCC@uscg.mil.
 - b. Service Members must request a waiver to the Assistant Commandant for Human Resources (CG-1), via the first flag officer in the chain of command and through Coast Guard Personnel Service Center. Commanding Officers and Officers in Charge

must contact the SCCC within five business days of receiving a waiver request. The SCCC must be contacted via email at SCCC@uscg.mil.

- D. Medical Policy. Any service members who has been diagnosed with gender dysphoria must consult the applicable Sections of the Reference (d) to understand the level of medical care and treatment they are eligible to receive.

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Chapter 5 REPORTING REQUIREMENTS

- A. Overview. This Chapter states policies and standards for reporting and record keeping requirements. These requirements ensure the Coast Guard is meeting the intent of References (a), (b), and this Manual.
- B. Submission Schedule. Commander (CG PSC) must submit a report to Commandant (CG-1) through Commandant (CG-13) and Commandant (CG-11) covering activity occurring within each fiscal year by December 1 of each year.
- C. Required Reporting Elements. The following elements must be included in the report:
1. Number of personnel submitting a Gender Transition Request (GTR).
 2. Number of and reason for personnel denied a Gender Transition Request (GTR).
 3. Number and description of Exceptions to Policy (ETP) granted.
 4. Number of personnel approved for a gender marker change in DEERS.

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Chapter 6 **GLOSSARY**

A. Overview. These definitions apply to the entire Manual, but may or may not apply to other Coast Guard policies.

B. Acronyms.

1. CO/OIC Commanding Officer and Officer in Charge
2. DEERS Defense Enrollment Eligibility Reporting System
3. DoD Department of Defense
4. DoDI DoD Instruction
5. ETP Exception to Policy
6. GTR Gender Transition Request
7. MMDT Medical Multidisciplinary Team
8. PII Personally Identifiable Information
9. SCCC Service Central Coordination Cell

C. Definitions.

1. Accessed Gender. The gender recognized by the Coast Guard at accession (male or female) and reflected in the data element in DEERS and Coast Guard data systems.
2. Biological Sex. A person's biological status as male or female based on chromosomes, gonads, hormones, and genitals (intersex is a rare exception).
3. Cross-sex Hormone Therapy. The use of feminizing hormones in an individual with a biological sex of male or the use of masculinizing hormones in an individual with a biological sex of female.
4. Gender. The gender (male or female) recognized by the Coast Guard and reflected in the data element in DEERS (gender marker) and Coast Guard data systems.
5. Gender Dysphoria¹. A diagnosed medical condition where a member experiences dysphoria (distress) as a result of their gender.

¹ Diagnostic and Statistical Manual of Mental Disorders (DSM-5), pages 451-452.

6. Gender Identity. A member's internal or personal sense of gender, which may or may not match the member's biological sex.
7. Gender Marker. Data element in DEERS that identifies a member's gender. A member is expected to adhere to all military standards associated with the member's gender marker in DEERS and use military berthing, bathroom, and shower facilities in accordance with the DEERS gender marker.
8. Gender Transition. A form of treatment for the medical condition of gender dysphoria that may involve:
 - a. Social transition, also known as "real life experience," to allow the patient to live and work in his or her preferred gender without any cross-sex hormone treatment or surgery and may also include a legal change of gender, including gender on a passport, birth certificate, or through a court order; or
 - b. Medical transition to align secondary sex characteristics with the patient's preferred gender using cross-sex hormone therapy or surgical and cosmetic procedures; or
 - c. Surgical transition, also known as sex reassignment surgery, to make the physical body, both primary and secondary sex characteristics, resemble as closely as possible the patient's preferred gender.
9. Military Medical Multidisciplinary Team. A medical team comprised of experts knowledgeable in transgender medical care and typically include a medical health provider, an endocrinologist, and a surgeon.
10. Medically Necessary. Those health-care services or supplies necessary to prevent, diagnose, or treat an illness, injury, condition, disease, or its symptoms, and that meet accepted standards of medicine.
11. Member. A military member of the Coast Guard, including members and officers on active duty or in the Reserve, and cadets. The term "service member" and "member" are interchangeable.
12. PII. Information used to distinguish or trace an individual's identity, such as name, social security number, date and place of birth, mother's maiden name, biometric records, home phone numbers, and other demographic, personal, medical and financial information. PII includes any information that is linked or linkable to a specified individual, alone or when combined with other personal or identifying information.
13. Preferred Gender. The gender with which an individual identifies.
14. Stable in Gender. Medical care identified or approved by a military medical provider in a documented medical treatment plan is complete, no functional limitations or

complications persist, and the individual is not experiencing clinically significant distress or impairment in social, occupational, or other important areas of functioning. Continuing medical care, including but not limited to cross-sex hormone therapy, may be required to maintain a state of stability.

15. Stable or Stability. The absence of clinically significant distress or impairment in social, occupational, or other important areas of functioning associated with the individual's experienced or expressed gender and the individual's biological sex.
16. Transgender. Individuals who identify with a gender that differs from their biological sex.
17. Transition. Execution of a treatment plan to treat gender dysphoria through changing gender.
18. Transition Plan. A transition plan complements a treatment plan and addresses non-medical concerns.
19. Treatment Plan. A treatment plan is a medical plan that is prepared and endorsed by a military medical provider in consultation with a Medical Multidisciplinary Team (MMDT) describing medical care specific to treating a member's gender dysphoria. A medical treatment plan established by a civilian medical provider will be subject to review and approval by a military medical provider.
20. Urgent Medical Care. The care needed to diagnose and treat serious or acute medical conditions that pose no immediate threat to life and health, but require medical attention within 24 hours.

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Exempt Members: Gender Transition Request (GTR)

- A. Overview. This Chapter states policies and standards for exempt members to transition to their preferred gender, including a request a gender marker change in DEERS.
- B. Diagnosis of Gender Dysphoria.
1. For exempt members seeking initial treatment, a diagnosis of gender dysphoria must be established by a privileged behavioral health provider at a military facility (or similarly qualified and approved [by Coast Guard Health, Safety, & Work-Life Service Center] civilian provider if unavailable in a military facility), with appropriate referral to other types of providers as indicated or required.
 2. The medical assessment must be comprehensive in nature, including exclusion of other causes for dysphoria, comorbid (simultaneous presence of two conditions in a patient) behavioral health conditions, and lead to formulation of an initial treatment plan.
- C. Treatment Plans for Gender Dysphoria. In accordance with Reference (b), treatment plans that specify change of gender begins when a member receives a diagnosis of gender dysphoria from a military medical provider indicating that gender transition is medically necessary and the exempt member desires to request a change in gender.
- D. Member Requested Change of Gender. No member is required to request a change of gender for any reason, even if they have a qualifying diagnosis of gender dysphoria from a military medical provider indicating that gender transition is medically necessary. However, transgender members remain subject to the same standards and procedures as other members with regard to their medical fitness for duty, physical fitness, uniform and grooming standards, deployability, and retention. In order for a member to request a change of gender, the member must have obtained a diagnosis of gender dysphoria from a military medical provider indicating that gender transition is medically necessary. After receiving such a diagnosis and the member desires to request a change in gender, the process begins by notification to the CO/OIC of the diagnosis of gender dysphoria, and providing the following:
1. A treatment plan in accordance with Enclosure (2) of this Manual, and
 2. A transition plan in accordance with Enclosure (3) of this Manual.
- E. Commanding Officers and Officers in Charge. The CO/OIC must:
1. Contact the SCCC within five business days of receiving a request to change gender. The SCCC must be contacted via e-mail at SCCC@uscg.mil. Review the request within 30 days of receipt.
 2. Assist the member in completing the request, if needed.

Enclosure (1) to COMDTINST M1000.13A

3. Endorse and forward the request to Commander (CG PSC), via the first flag officer in the chain of command.
4. Ensure the appropriate members of their chain of command are aware of the request and comply with privacy requirements listed in Chapter 3 of this Manual.

F. Gender Transition Request Approval.

1. Commander (CG PSC) must receive the request within 60 days of CO/OIC receipt.
2. Commander (CG PSC) must approve, deny, or modify the GTR within 30 days of receipt.

G. Modifications to the Approved GTR.

1. An exempt member may submit a request to modify a previously approved GTR at any time.
2. Requests to modify a previously approved GTR must be routed in the same manner as the original request, as prescribed by Enclosure (1) of this Manual.
3. When the needs of the Coast Guard outweigh the needs of the exempt member, Commander (CG PSC) may modify a previously approved transition plan without a modification request from the exempt member, after consultation with the first flag officer in the member's chain of command.

H. Appeal.

1. An exempt member may appeal any decision with regard to any part of any request under this Directive and any subsequent modifications to that decision.
2. Commandant (CG-13) serves as the final appeal authority.

Exempt Members: Treatment Plans

- A. Overview. This Chapter describes the policies and standards for treatment plans for exempt transgender members of the Coast Guard.
- B. Treatment Plan.
1. Provider in consultation with a military Medical Multidisciplinary Team (MMDT). The medical provider must be approved by Commanding Officer (CG HSWL SC).
 2. A treatment plan must account for the potential stress for a member diagnosed with gender dysphoria, and the member's mental health and well-being must be periodically evaluated.
 3. All treatment plans are individualized and there is no minimum required level of medical treatment.
 4. The plan must be routed as part of the Gender Transition Request (GTR).
- C. Elements of the Treatment Plan.
1. The treatment plan includes all medically necessary behavioral health, mental health, medical treatment, projected timing of treatment, and anticipated duty limitations.
 2. All treatment plans must identify:
 - a. Expected duty limitations and Not Fit for Duty (NFFD) timeframes,
 - b. Urgency of the proposed care and treatment,
 - c. All medically necessary treatment that is part of the member's medical treatment plan and a projected schedule for such treatment, and
 - d. A post-gender marker change behavioral health follow-up schedule to ensure the member maintains mental health stability.
- D. Endorsement.
1. Treatment plans must be created by or positively endorsed by a military medical provider.
 2. Commanding Officer (CG HSWL SC) determines if the military medical provider is qualified to create or endorse a treatment plan.
 3. Commanding Officer (CG HSWL SC) may require additional validation of the diagnosis of gender dysphoria and the development and validation of medical treatment plans by military medical providers who have competence in transgender care.

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Exempt Members: Transition Plans

- A. Overview. This Chapter states policies and standards for transition plans of exempt transgender members.
- B. Transition Plan.
 - 1. The transition plan is separate from, but complementary to, the treatment plan and addresses non-medical items.
 - 2. The plan must be routed as part of the Gender Transition Request (GTR).
- C. Elements of the Transition Plan. The transition plan must consist of:
 - 1. Any request, including timing, for ETPs in accordance with Enclosure (4) of this Manual,
 - 2. Any request to alter the member's assignment. The CO/OIC or member may request or comment on arrangements for the transfer of the member to another organization, command, location, or duty status (e.g., Individual Ready Reserve), as appropriate, during the transition process,
 - 3. An expected date to change the gender marker in DEERS as reflected in the treatment plan, and
 - 4. Any other accommodations being requested by the member.
- D. Endorsements. Non-medical endorsements are covered in Enclosure (2) of this Manual.

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Exempt Members: Exceptions to Policy (ETP)

- A. Overview. This Chapter provides an overview of policies and standards for granting exceptions to policy (ETP) for transgender members prior to a member changing his or her gender marker in DEERS if and when such exemptions are determined to be medically necessary and specifically approved by Commander (CG PSC).
- B. Authority to Issue, Modify, and Cancel ETP. Commander (CG PSC) is the sole approval authority for ETP.
- C. Limitations of ETP.
 - 1. ETP must be a component of a medical treatment plan as determined by the member's military medical provider.
 - 2. ETP are cancelled and must not be granted or renewed after the gender marker in DEERS is changed.
- D. Requesting ETP.
 - 1. Requests for ETP must be submitted with a Gender Transition Request (GTR) in accordance with Enclosure (4) of this Manual.
 - 2. Additional requests for ETP may be initiated any time between approval of the GTR and changing the gender marker in DEERS. Additional requests must be submitted in accordance with Enclosure (4) of this Manual.
 - 3. Requests for each ETP must have supporting justification, assessment by the CO/OIC, and further recommendations by the first flag in the chain of command.
- E. Examples of ETP. Members may request ETP from any gender-based Coast Guard policy. Examples include, but are not limited to:
 - 1. Grooming and uniform standards in Uniform Regulations, COMDTINST M1020.6 (series).
 - 2. Use of berthing, bathroom, and shower facilities.
 - 3. For officers, manner of being addressed by junior personnel, in Officer Accessions, Evaluations, and Promotions, COMDTINST M1000.3 (series).
- F. Notifications. Commander (CG PSC) must notify the member and the chain of command of its decision via Coast Guard memorandum.

G. Duration of ETP.

1. No ETP may last over two years. Members may request to extend the ETP in two year increments. Managing extensions of ETP is the sole responsibility of the member. Commander (CG PSC) is not required to notify the member or the chain of command of an upcoming expiration of ETP.
2. All ETP must be cancelled upon changing the member's gender marker in DEERS.

**Exempt Members:
Determination of Gender and Changing a Member's Gender Marker in DEERS**

- A. Overview. This Chapter states policies and standards for determining a member's gender and for changing a member's gender marker in DEERS.
- B. Determination of Gender and Changing Gender. For the purposes of this instruction, a member's gender (male or female) is only that recognized by the Coast Guard and reflected in the data element in DEERS and Coast Guard data systems. A change in gender only occurs when the member's gender marker in DEERS is changed.
- C. Requesting Gender Marker Change. To change a gender marker in DEERS, the member must provide the information to Commander (CG PSC):
1. A determination by the military medical provider that the member is stable in gender, and
 2. Documentation indicating gender change. Such documentation is limited to any of the following:
 - a. A certified true copy of a State birth certificate reflecting the member's gender;
 - b. A certified true copy of a court order reflecting the member's gender; or
 - c. A United States passport reflecting the member's gender.
- A gender marker change must be routed in the same manner as the Gender Transition Request (GTR) in Enclosure 1 of this Manual.
- D. Actions after completion.
1. Upon review and approval of the documents required in Paragraph C.2. of this Enclosure, Commander (CG PSC) will notify the member and the chain of command via Coast Guard memorandum.
 2. Commander (CG PSC) will initiate the gender marker update in DEERS and Coast Guard data systems.
- E. Post-gender change policies.
1. Once the gender marker is changed in DEERS, the member will be responsible for meeting all applicable military standards in their gender, and as to facilities subject to regulation by the military, will use those berthing, bathroom, and shower facilities associated with that gender.

2. Records indicating a person's previous gender are not required to be updated. Members may submit a request to update any part of their record in accordance with existing policies and procedures.
3. A military medical provider may determine certain medical care and treatment to be medically necessary, even after a member's gender marker is changed in DEERS. A gender marker change does not preclude such care and treatment. Any such additional medical care, such as behavioral health, cross-sex hormone therapy, and surgical treatment, must follow policies and standards in Reference (d) and is not subject to the requirements of this Manual.

Exempt Members: Reserve Specific Standards

- A. Overview. Excepting only those special considerations set forth below, Reserve personnel are subject to all policies and procedures applicable to active duty members as set forth in this Manual.

- B. Selected Reserve Drilling Member Participation. To the greatest extent possible, CO/OICs and members will address periods of non-availability for any period of military duty, paid or unpaid, during the member's medical treatment plan with a view to mitigating unsatisfactory participation. In accordance with Reserve Policy Manual, COMDTINST M1001.28 (series), such mitigation strategies may include:
 - 1. Rescheduled training,
 - 2. Authorized absences,
 - 3. Alternate training, or
 - 4. Waiver of annual training requirements.

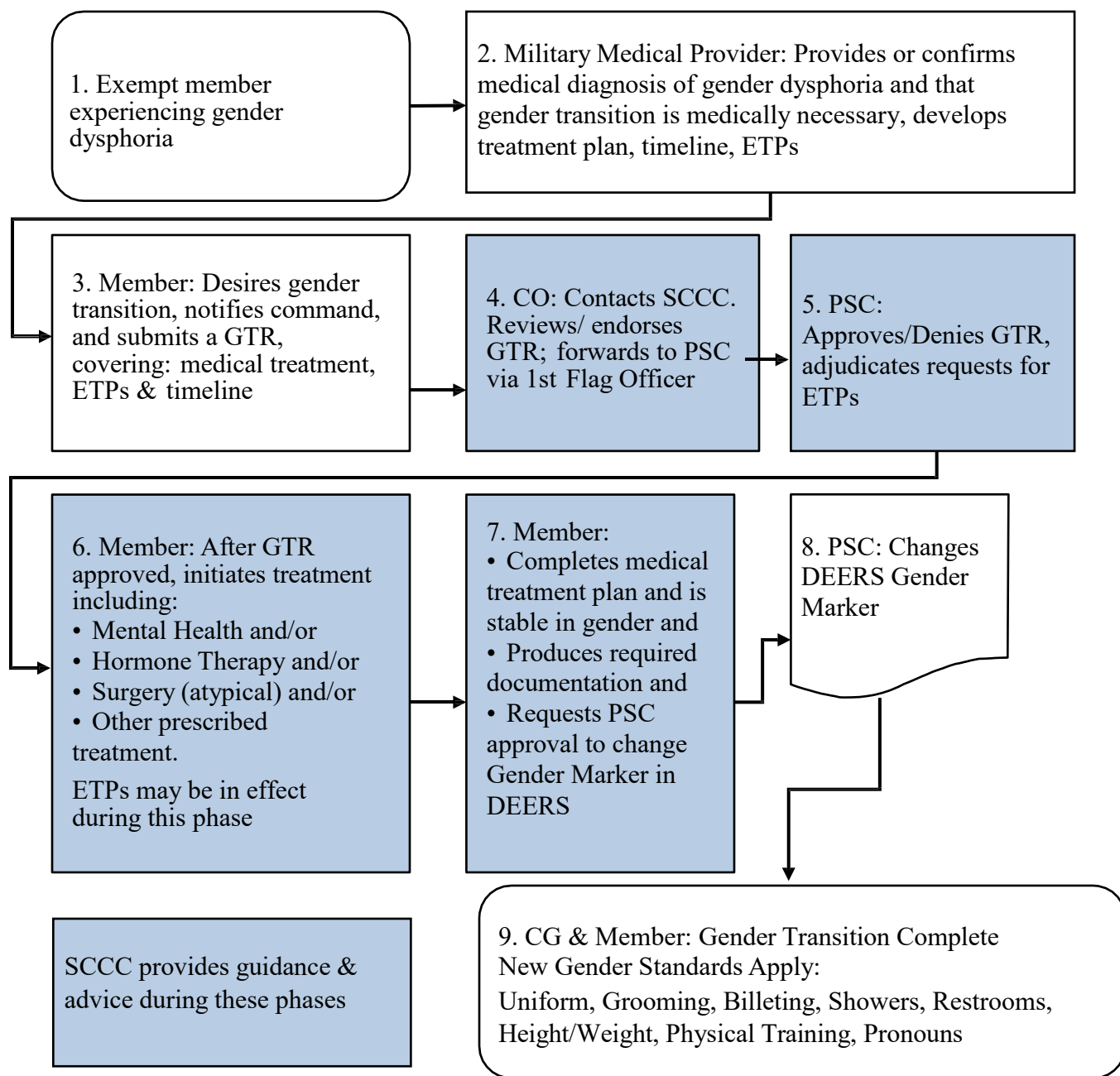
- C. Delayed Training Program. Delayed Training Program personnel must be advised by recruiters and CO/OICs of limitations resulting from being non-duty qualified.

- D. Release from Active Duty.
 - 1. Members being released from active duty, with an approved Gender Transition Request (GTR), must be separated in the same manner as members without an approved GTR.
 - 2. An approved GTR is not a valid reason to extend a Reserve member on active duty.

- E. Dual Status Employees. When a civilian employee of the Coast Guard is also a Reservist of any U.S. uniformed service, the member must follow administrative military standards for the gender marker in DEERS only when in a military duty status. This allowance is not a waiver from reporting medical treatment or any other medical requirement in References (d), (e) and Reserve Policy Manual, COMDTINST M1001.28 (series).

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Exempt Members: Changing a Gender Marker in DEERS



Acronyms:
 ETPs: Exceptions to Policy
 GTR: Gender Transition Request
 SCCC: Service Central Coordination Cell

Note: Member may choose to cancel transition process at any time

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