



DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

April 2, 2025

MEMORANDUM FOR ALMAJCOM-FOA-DRU-FLDCOM-CCMD/CC  
SAF/AM  
DISTRIBUTION C

FROM: SAF/MR  
1660 Air Force Pentagon  
Washington, DC 20330-1660

SUBJECT: Implementation of "Additional Guidance for Executive Order 14183, 'Prioritizing Military Excellence and Readiness,'" 1 March 2025

- References:
- (a) Executive Order 14183, "Prioritizing Military Excellence and Readiness," 27 January 2025
  - (b) Secretary of Defense Memorandum, "Prioritizing Military Excellence and Readiness, 7 February 2025
  - (c) OUSD(P&R) Memorandum, "Additional Guidance on Prioritizing Military Excellence and Readiness," 26 February 2025
  - (d) OUSD(M&RA) Memorandum, "Clarifying Guidance on Prioritizing Military Excellence and Readiness," 28 February 2025
  - (e) SAF/MR Memorandum, "Additional Guidance for Executive Order 14183, "Prioritizing Military Excellence and Readiness," 1 March 2025
  - (f) SAF/MR Memorandum, "Implementation of Executive Order 14168, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government," 4 February 2025
  - (g) OUSD(P&R) Memorandum, "Compliance with Federal Court Order in *Shilling v. United States*, No. 25-cv-241-BHS (W.D.Wash)," 28 March 2025

Pursuant to a court order, the Department of the Air Force (DAF) is enjoined from implementing references (a) through (d). In accordance with the guidance in reference (g), implementation of reference (e) is paused. DAF personnel will take no further action to implement references (a) through (e) pending further direction.

Effective immediately:

- a. Voluntary and involuntary separations pursuant to references (a) through (e) are paused until further notice.
- b. Members on administrative absence pursuant to references (e) shall be returned to a regular duty status.

- c. For members who have had their gender marker changed in DEERS, the requirement that members serve in the standards and use the facilities associated with their biological sex is suspended. Exceptions to policy (ETPs) for dress and appearance, use of facilities, or fitness standards associated with a member's non-biological sex that were rescinded pursuant to reference (e) are reinstated.
- d. Implementation of policies restricting or prohibiting the appointment, enlistment, or induction of individuals covered under references (a)-(d) are paused consistent with reference (g).
- e. The reference (f), paragraph a, directive to cease use of "preferred pronouns" (he/him, she/her, or they/them) to identify one's gender identity in professional communications (email signature blocks, memoranda, letters, papers, social media, official websites and any DAF official correspondence) is rescinded. The remainder of reference (f) remains in effect.

Questions and inquiries may be directed to [saf.mreo.readinesstigerteam@us.af.mil](mailto:saf.mreo.readinesstigerteam@us.af.mil).

GWENDOLYN R. DEFILIPPI, SES, DAF  
Acting Assistant Secretary of the Air Force for  
Manpower and Reserve Affairs

cc:  
AF/A1  
USSF/S1  
NGB/A1  
AF/RE  
MAJCOM/A1  
FLDCOM/S1