



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

May 9, 2025

MEMORANDUM FOR ALMAJCOM-ALFLDCOM-FOA-DRU/CC DISTRIBUTION C

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

SUBJECT: DAF Implementing Policy on Prioritizing Military Excellence and Readiness

References: (a) Executive Order 14183, "Prioritizing Military Excellence and Readiness," 27 January 2025
(b) Secretary of Defense Memorandum, "Prioritizing Military Excellence and Readiness Memo," 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) OUSD (M&RA) Memorandum, "Additional Guidance on Prioritizing Military Excellence and Readiness," 4 March 2025
(g) OUSD (P&R) Memorandum, "Prioritizing Military Excellence and Readiness: Military Department Identification," 21 March 2025
(h) SAF/MR Memorandum, "Additional Guidance for Executive Order 14183, "Prioritizing Military Excellence and Readiness," 2 April 2025
(i) Secretary of Defense Memorandum, "Implementing Policy on Prioritizing Military Excellence and Readiness," 8 May 2025

Pursuant to the May 6, 2025, United States Supreme Court ruling granting the U.S. Government the requested stay of the preliminary injunction in *Shilling v. United States*, the Secretary of Defense issued reference (i), reinstating references (b) through (d), (f), and (g) effective immediately. Furthermore, reference (h) is rescinded (except for that portion which addresses use of "preferred pronouns") and reference (e) is reinstated effective immediately.

Airmen and Guardians who self-identified as having a current diagnosis or history of, or exhibit symptoms consistent with, gender dysphoria and initiated the process for voluntary separation or retirement prior to March 26, 2025, will have their applications processed accordingly following resubmission of their application. In accordance with reinstated policy as outlined in reference (i), the eligibility window to resubmit a previous application or self-identify with a new voluntary separation or retirement application is extended to June 6, 2025, for Active Component members and July 7, 2025, for Reserve Component members.

Commanders should be proactive in communicating the self-identification period and opportunity to initiate voluntary separation or retirement with the force.

At the conclusion of the self-identification eligibility window, the DAF will initiate involuntary separation processes pursuant to the Office of the Under Secretary of Defense for Personnel and Readiness Memorandum “Prioritizing Military Excellence and Readiness: Military Department Identification,” March 21, 2025. Updated procedural guidance will be issued as soon as possible.

As stated in reference (e), all Exceptions to Policy granted pursuant to DAFPM 2021-36-01, *Accessions and In-service Transition for Persons Identifying as Transgender*, are hereby rescinded and commanders have the authority to place members on administrative absence while they are being processed for separation or retirement.

We recognize the dedication and service of all our members and aim to ensure our military remains focused on its core mission with the highest standards of readiness and cohesion. Questions and inquiries may be directed to SAF.mreo.readinessTigerTeam@us.af.mil.

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

Attachments

1. Secretary of Defense Memorandum, “Implementing Policy on Prioritizing Military Excellence and Readiness,” 8 May 2025
2. OUSD (P&R) Memorandum, “Prioritizing Military Excellence and Readiness: Military Department Identification,” 21 March 2025

cc:

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