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MARINE CORPS BULLETIN 1121

From: Commandant of the Marine Corps

To: Distribution List

Subj: TRANSGENDER SERVICE

Ref: (a) SECDEF DTM 16-005, "Military Service of Transgender Service Members," June 30, 2016
(b) DoD Instruction 1300.28, "In-Service Transition for Transgender Service Members," October 1, 2016
(c) SECNAVINST 1000.11
(d) Transgender Service in the US Military: An Implementation Handbook
(e) DoD Instruction 1336.05, "Automated Extract of Active Duty Military Personnel Records," March 31, 2015
(f) DoD Manual 7730.54, "Reserve Components Common Personnel Data Systems (RCCPDS): Reporting Procedures," October 17, 2013
(g) SECNAV M-5210.1
(h) SECNAVINST 5211.5E
(i) 5 U.S.C. 552a

1. Situation. On 30 June 2016, the Secretary of Defense announced a change in Department of Defense policy allowing the open service of transgender Service members. This Bulletin provides implementing guidance.

2. Mission. To establish Marine Corps policy regarding the accession, service, and transition of transgender Marines in accordance with references (a) through (i).

3. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent. Implement policy while maintaining readiness.

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(2) Concept of Operations

(a) No otherwise qualified Marine may be separated, discharged, or denied reenlistment or continuation solely on the basis of their gender identity.

(b) The Marine Corps will recognize a Marine's gender by the Marine's gender marker indicated in Marine Corps Total Force System (MCTFS) and Defense Enrollment Eligibility Reporting System (DEERS).

(c) Transgender Marines shall be subject to the same uniform and grooming; height/weight; Physical/Combat Fitness Test; Military Personnel Drug Abuse Testing Program participation; and other military standards as any other Marines of the same gender.

(d) Marines whose ability to serve is adversely affected by a medical condition or medical treatment related to their gender identity shall be treated, for purposes of separation or retention, in a manner consistent with a Marine whose ability to serve is similarly affected by medical condition(s) unrelated to gender identity or gender transition.

(e) A mobile training team will conduct education and training at major Marine Corps installations for local leadership. Commanders will conduct follow-on education and training at the unit level. DoD has developed reference (d), which is available at http://www.defense.gov/News/Special-Reports/0616_transgender-policy. This Handbook provides information for Commanders, transgender Service members, and the Force.

(f) Requests for exceptions to policy (ETPs) when a transitioning Marine is unable to meet standards for their gender will be staffed to the Deputy Commandant for Manpower and Reserve Affairs for adjudication. ETP requests will be resolved on an individual, case-by-case basis.

(g) The Marine Corps Service Central Coordination Cell (SCCC) is available to Commanding Officers and other Marines for assistance with questions regarding transgender service or transitioning while serving.

(h) Commanding Officers are responsible for providing appropriate privacy for all Marines and Sailors. Accomplishment of this responsibility may be achieved through

expenditure of funds to modify showers and head facilities to provide reasonable privacy at installations used by the Marine Corps and Navy. During deployments and field training, Commanding Officers are authorized to assign billeting/berthing/shower hours as necessary to achieve reasonable privacy in the accomplishment of all missions.

(i) Enlisted and Officer accessions will be conducted in accordance with reference (a).

(j) Marines in the entry level training pipeline requesting to transition gender will be evaluated and treated in accordance with reference (b). Marines are subject to separation in an entry-level status if medical treatment impairs the Marine's ability to complete the training. Entry level training is defined as initial training through attainment of primary military operational specialty (PMOS).

(k) All Marines will continue to treat each other with dignity and respect. There is zero tolerance for harassing, hazing, or bullying in any form.

b. Subordinate Element Missions

(1) Deputy Commandant for Manpower and Reserve Affairs (DC M&RA)

(a) Responsible for maintaining the SCCC and for issuing decisions in response to ETP requests.

(b) Ensure commanding officers and administrators are familiar with the procedures and requirements for changing a Marine's gender marker in MCTFS and the DEERS, in accordance with references (e) and (f)

(2) Deputy Commandant for Installations and Logistics (DC I&L). In concert with Commanding General, Marine Corps Combat Development Command, provide necessary shower facility modifications to allow privacy for all recruits, candidates, and Marines.

(3) Commanding General, Marine Corps Combat Development Command. In concert with DC I&L, provide necessary shower facility modifications to allow privacy for all recruits, candidates, and Marines.

(4) Medical Officer of the Marine Corps. In concert with the Navy Bureau of Medicine and Surgery, ensure medical personnel assigned to Marine Corps units and installations are familiar with the standards of medical care required for transgender Service members and transition in service.

(5) Commanding General, Marine Corps Recruiting Command. Ensure recruiters are familiar with the policy change. Begin accepting applications for accession from transgender individuals will be accepted beginning 1 July 2017.

(6) Transgender Marines and Sailors

(a) Secure a diagnosis from a military medical provider and notify your commanding officer.

(b) In coordination with your military medical provider, develop a medical treatment plan which will include all medically necessary treatment, projected schedule of the treatment, potential periods of limited duty or non-deployability, and estimated date for changing the gender marker in MCTFS. Provide the medical treatment plan to your commanding officer. After the medical treatment plan is approved, notify your commanding officer of any changes to the plan.

(c) Upon completion of the medical treatment plan, secure legal documentation which indicates your preferred gender. Legal documentation is limited to: certified true copy of State birth certificate, certified true copy of court order, or US passport.

(d) Submit an Administrative Action (AA) form when requesting an exception to policy per paragraph 3.a.(2)(f) above.

(7) Commanding Officers (LtCol and above)

(a) Familiarize themselves with the requirements and commander's responsibilities described in references (a) through (d).

(b) Ensure all Marines and Sailors are trained on the new policy. Information for training, along with discussion vignettes, is provided in reference (d).

(c) Approve the timing of a medical treatment plan based on your unit's deployment, operational, training, and

exercise schedules and critical skills availability. This approval must be in writing and provided to the Marine or Sailor within 90 days of receipt of the plan. If the unit's mission requirements require a delay in executing the treatment plan, and there is a medical urgency in receiving the medical treatment, the treatment plan shall be reviewed by the first general officer in the chain of command.

c. Coordinating Instructions

(1) Gender transition for Marines assigned overseas may be limited by the availability of medical resources. Marines will not normally be reassigned for the purpose of transition until the minimum time-on-station requirements are met.

(2) Commanding Officers may delay non-urgent medical treatment, including gender transition, for deployed Marines until redeployed to the permanent duty station. This includes Marines embarked on, or assigned to, naval vessels. In accordance with reference (b), Commanding Officers will coordinate with the military medical provider regarding any medical care, treatment, or issues that arise in the course of a Marine's gender transition.

(3) Real Life Experience (RLE) during the transition process will be conducted during off duty hours and away from the Marine's place of duty. Marines assigned to on-base bachelor quarters will coordinate RLE with their commanding officers.

4. Administration and Logistics

a. This Bulletin promulgates new Department of Defense policy and is applicable to the Total Force

b. Changes to Marine Corps Orders and other issuances required to implement this policy will be published via separate correspondence.

c. Records created as a result of this Bulletin shall be managed according to National Archives and Records Administration approved dispositions per references (g) to ensure proper maintenance, use, accessibility and preservation, regardless of format or medium.

d. Privacy Act. Any misuse or unauthorized disclosure of Personally Identifiable Information (PII) may result in both

civil and criminal penalties. The DON recognizes that the privacy of an individual is a personal and fundamental right that shall be respected and protected. The DON's need to collect, use, maintain, or disseminate PII about individuals for purposes of discharging its statutory responsibilities will be balanced against the individuals' right to be protected against unwarranted invasion of privacy. All collection, use, maintenance, or dissemination of PII will be in accordance with the Privacy Act of 1974, as amended (reference (h)) and implemented per reference (i).

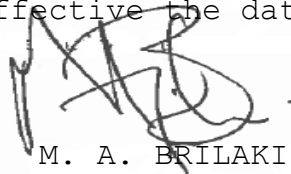
5. Command and Signal

a. Command. This Bulletin is applicable to Active and Reserve Components.

b. Signal

(1) The Marine Corps SCCC can be reached at USMC.SCCC@usmc.mil or (703) 784-9386 DSN 278-9386.

(2) This Bulletin is effective the date signed.



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