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(Original Signature of Member)

119TH CONGRESS
2D SESSION

H. R.

To amend title 10, United States Code, and the National Defense Authorization Act for Fiscal Year 1994, to codify and clarify gender neutral standards for members of certain Armed Forces, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Ms. HOULAHAN introduced the following bill; which was referred to the Committee on _____

A BILL

To amend title 10, United States Code, and the National Defense Authorization Act for Fiscal Year 1994, to codify and clarify gender neutral standards for members of certain Armed Forces, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. GENDER NEUTRAL STANDARDS IN CERTAIN**
4 **ARMED FORCES.**

5 (a) PROHIBITION ON EXCLUSION OF A MEMBER OF
6 CERTAIN ARMED FORCES FROM AN ASSIGNMENT ON THE
7 BASIS OF GENDER.—

1 (1) IN GENERAL.—Section 652 of title 10,
2 United States Code, is amended to read as follows:

3 **“§ 652. Prohibition of exclusion from assignments on**
4 **the basis of gender**

5 “(a) PROHIBITION.—A member of the Army, Navy,
6 Marine Corps, Air Force, or Space Force may not be ex-
7 cluded from an occupational specialty, career field, or as-
8 signment on the basis of gender.

9 “(b) ANNUAL REPORT.—The Secretary of Defense
10 shall submit to the Committees on Armed Services of the
11 Senate and House of Representatives an annual report
12 that includes, with respect to the year preceding the date
13 of the report, the following:

14 “(1) Any change to an occupational standard,
15 including a description of how such change predicts
16 performance of actual, regular, and recurring duties
17 of a military occupational specialty.

18 “(2) The number of members, disaggregated by
19 military occupational specialty and gender, who were
20 involuntarily reclassified or separated for a reason
21 other than discipline or pursuant to a sentence of a
22 court-martial.

23 “(3) The reasons for reclassifications or separa-
24 tions described in paragraph (2).”.

1 (2) CONFORMING AMENDMENT.—Section 8225
2 of title 10, United States Code, is repealed.

3 (3) EFFECTIVE DATE.—The amendments made
4 by this subsection shall take effect on September 30,
5 2026. The first report under subsection (b) of sec-
6 tion 652 of such title, as amended by this section,
7 shall be due on September 30, 2027.

8 (b) GENDER-NEUTRAL OCCUPATIONAL STANDARD
9 FOR A MILITARY CAREER DESIGNATOR: MODERNIZATION;
10 ADDITIONAL INFORMATION TO CONGRESS TO REVIEW A
11 PROPOSED CHANGE.—

12 (1) MODERNIZATION.—Section 543 of the Na-
13 tional Defense Authorization Act for Fiscal Year
14 1994 (Public Law 103–160; 10 U.S.C. 113 note) is
15 amended—

16 (A) in subsection (a)—

17 (i) in the matter preceding paragraph
18 (1), by striking “that is open to both male
19 and female members of the Armed
20 Forces”; and

21 (ii) in paragraph (3), by striking
22 “women in that occupational career field”
23 and inserting “individuals in such occupa-
24 tional career field on the basis of gender”;

25 (B) in subsection (b)—

1 (i) in the heading, by striking “SPE-
2 CIFIC PHYSICAL REQUIREMENTS” and in-
3 serting “**OCCUPATIONAL PERFORM-**
4 **ANCE STANDARDS**”;

5 (ii) in paragraph (1)—

6 (I) by striking “physical” both
7 places it appears;

8 (II) by inserting “, based on a
9 scientifically rigorous process,” after
10 “determines”;

11 (III) by inserting “technical, tac-
12 tical, cognitive, or physical abilities,
13 including” before “muscular
14 strength”; and

15 (IV) by striking “(in the case of
16 a career designator that is open to
17 both male and female members of the
18 Armed Forces)”; and

19 (iii) in paragraph (2)—

20 (I) by inserting “not shorter than
21 18 months” after “a reasonable pe-
22 riod”; and

23 (II) by inserting “that are based
24 on input from health care providers
25 and researchers of the Department of

1 Defense” after “prescribed by the
2 Secretary”; and

3 (C) in subsection (c), by striking “female
4 members of the Armed Forces” and inserting
5 “members of the Armed Forces, of any gen-
6 der,”.

7 (2) INFORMATION TO CONGRESS.—Such section
8 is further amended, in subsection (c)—

9 (A) by striking “are expected to” and in-
10 sserting “may”;

11 (B) by striking “Congress” and inserting
12 “the congressional defense committees”; and

13 (C) by striking “change and the justifica-
14 tion and rationale” and inserting “proposed
15 change, the estimated costs, the justification
16 (including the relevant research and data that
17 the Secretary reviewed and relied upon before
18 making such proposal), and rationale”; and

19 (D) by striking “60-day period” and in-
20 sserting “180-day period”.

21 (c) INSTITUTE FOR DEFENSE ANALYSES REVIEW OF
22 OPERATIONAL EFFECTIVENESS OF ARMY AND MARINE
23 CORPS GROUND COMBAT UNITS.—

24 (1) SUBMISSION TO CONGRESS.—Not later than
25 seven days after the date of the enactment of this

1 Act, the Secretary of Defense shall submit to Con-
2 gress the full, unredacted review of operational effec-
3 tiveness of Army and Marine Corps ground combat
4 units prepared by the Institute for Defense Anal-
5 yses.

6 (2) COMPTROLLER GENERAL REVIEW.—Not
7 later than 180 days after the date of the date of the
8 enactment of this Act, the Comptroller General of
9 the United States shall submit to the congressional
10 defense committees a report reviewing—

11 (A) the review submitted to Congress
12 under paragraph (1); and

13 (B) any actions taken by the Secretary of
14 Defense in response to the review.