



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

May 23, 2025

MEMORANDUM FOR AETC/CC
USAFA/CC

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

SUBJECT: Prioritizing Military Excellence and Readiness: Initial Implementation Guidance for USAFA Cadets and OTS Trainees

References: (a) Executive Order 14168, "Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government," 20 January 2025
(b) Executive Order 14183, "Prioritizing Military Excellence and Readiness," 27 January 2025
(c) USD(P&R) Memorandum, "Additional Guidance on Prioritizing Military Excellence and Readiness," 26 February 2025
(d) SAF/MR Memorandum, "Additional Guidance for Executive Order 14183, "Prioritizing Military Excellence and Readiness," 1 March 2025
(e) SAF/MR Memorandum, "Additional Guidance for Executive Order 14183, "Prioritizing Military Excellence and Readiness," 2 April 2025
(f) USD Memorandum: "Implementing Policy on Prioritizing Military Excellence and Readiness," 8 May 2025
(g) SAF/MR Memorandum, "DAF Implementing Policy on Prioritizing Military Excellence and Readiness," 9 May 2025
(h) USD(P&R) Memorandum, "Prioritizing Military Excellence and Readiness: Implementation Guidance," 15 May 2025

On 8 May 2025, the Secretary of Defense reinstated policy directing individuals with a current diagnosis or history of, or exhibiting symptoms consistent with, gender dysphoria to be disqualified for military service.

As stated in reference (d), Exceptions to Policy granted pursuant to DAFPM 2021-36-01, *Accessions and In-service Transition for Persons Identifying as Transgender*, are rescinded and cadets shall comply with the standards of their sex as defined in reference (a).

United States Air Force Academy (USAFA) First Classmen and Officer Training School (OTS) trainees affected by this policy may graduate from the USAFA and OTS respectively, but shall not commission into the Air Force or Space Force consistent with reference (c),

paragraph 4. After graduation, these cadets and trainees will be placed on administrative absence.

Cadets and trainees affected by this policy are encouraged to apply for voluntary separation by 6 June 2025. Cadets and trainees shall be counseled that at the conclusion of the voluntary separation window involuntary separation processes will be initiated.

Pursuant to reference (c), paragraph 4.1.f, absent any other basis, cadets voluntarily separated under this policy will not be subject to monetary repayment of educational benefits (i.e., recoupment) nor subject to completion of a military service obligation. Cadets who do not choose voluntary separation may be required to repay educational benefits.

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