

Army Regulation 600-13

Personnel—General

Army Policy for the Assignment of Female Soldiers

**Headquarters
Department of the Army
Washington, DC
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Unclassified

SUMMARY of CHANGE

AR 600-13

Army Policy for the Assignment of Female Soldiers

This new Army regulation--

- o Prescribes Army policies for assigning female soldiers.
- o Prescribes Army procedures for assigning female soldiers.

Personnel—General

Army Policy for the Assignment of Female Soldiers

By Order of the Secretary of the Army:

GORDON R. SULLIVAN
General, United States Army
Chief of Staff

Official:


MILTON H. HAMILTON
Administrative Assistant to the
Secretary of the Army

History. This UPDATE printing publishes a new Army regulation.

Summary. This regulation prescribes policy, procedures, responsibilities, and the position coding system for assigning female soldiers in the U.S. Army.

Applicability. This regulation applies to the Active Army, the Army National Guard, and the U.S. Army Reserve. This publication is applicable during mobilization.

Proponent and exception authority. Not applicable

Army management control process. This regulation is not subject to the requirements of AR 11-2. It does not contain internal control provisions.

Supplementation. Supplementation of this regulation and establishment of command and local forms are prohibited without the

approval from HQDA (DAPE-HR-S), WASH DC 20310-0300.

Interim changes. Interim changes to this regulation are not official unless they are authenticated by the Administrative Assistant to the Secretary of the Army. Users will destroy interim changes on their expiration dates unless sooner superseded or rescinded.

Suggested improvements. The proponent agency of this regulation is the Office of the Deputy Chief of Staff for Personnel. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to HQDA(DAPE-HR-S), WASH DC 20310-0300.

Distribution. Distribution of this publication is made in accordance with the requirements on DA Form 12-09-E (Subscription Numbers, Part IV(ARs, Cirs, and Pams) (EGA)), block number 5296 to command levels C, D, and E for Active Army, Army National Guard, and U.S. Army Reserve.

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Chapter 1 Introduction

Section I Overview

1-1. Purpose

This regulation prescribes policy, procedures, responsibilities, and the position coding system for the assignment and utilization of female soldiers in the U.S. Army. The consolidation of guidance in a single regulation for clarity and ease of administration is not intended to require any particular position currently closed (P1 coded) to be open (P2 coded), or any current position open (P2 through P7 coded) to be closed (P1 coded).

1-2. References

Required and related publications are listed in appendix A.

1-3. Explanation of abbreviations and terms

Abbreviations and special terms used in this regulation are explained in the glossary.

Section II Responsibilities

1-4. The Secretary of the Army (SA)

The SA will—

- a. Establish the Army's policy for the assignment of female soldiers, under the authority of section 3013, title 10, United States Code (10 USC 3013).
- b. Delegate to the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA(MRA)) overview of the implementation of policies and procedures for assigning female soldiers.

1-5. The ASA(MRA)

The ASA(MRA) will—

- a. Recommend to the SA appropriate changes in the female soldier assignment policy.
- b. Serve as the approving authority for changes to the female soldier's assignment policy or Direct Combat Position Coding (DCPC) system.
- c. Monitor the assignment and utilization of soldiers, as implemented by DCPC, to ensure both adherence to the Army policy for assigning female soldiers and the providing of full career opportunities for women.

1-6. The Deputy Chief of Staff for Personnel(DCSPER)

The DCSPER will—

- a. Develop, monitor, evaluate, and periodically review the DCPC system as prescribed in this regulation.
- b. Implement the current DCPC system regarding assignment practices and procedures.
- c. Revise enlistment, reenlistment, and personnel reclassification policies, as appropriate.
- d. Ensure that personnel proponents address DCPC changes to tables of organization and equipment (TOE) during each ODCSPER Functional Review.
- e. Monitor demographic data and assess the equal opportunity impact of DCPC.
- f. Ensure that assignment of female soldiers provides full career opportunities for them to reach their highest potential.
- g. Approve all requests for changes in the DCPC/identity code status of validly coded positions in TOEs, and modification table of organization and equipment (MTOE) documents.
- h. Recommend to the ASA(MRA) changes to the female soldier assignment policy or the DCPC system.

1-7. The Deputy Chief of Staff for Operations and Plans (DCSOPS)

The DCSOPS will—

- a. Review DCPC in TOE and identity codes in MTOE to ensure

that the DCPC system is properly applied according to this regulation.

b. Ensure that all TOE and MTOE changes or exceptions to DCPC codes established in either the base or current TOE are coordinated with the responsible personnel proponent. The personnel proponent will review and recommend approval or disapproval of these changes or exceptions before submission.

c. Monitor the Army Authorization Documents System (TAADS) logic which determines MTOE identity codes based on DCPC in the TOE file.

d. Review and coordinate final draft TOE with appropriate agencies, and respond to Commander, U.S. Army Training and Doctrine Command, with concurrence and or comments.

e. Recommend to the DCSPER changes or exceptions to the DCPC or identity code status of validly coded positions.

1-8. The Chief, National Guard Bureau (CNGB)

The CNGB will—

- a. Coordinate all Army National Guard (ARNG) matters relative to DCPC with HQDA (DAPE-HR-S).
- b. Implement and administer procedures of the policy applicable to the ARNG as stated in paragraph 1-13.

1-9. The Chief, Army Reserve (CAR)

The CAR will—

- a. Coordinate all U.S. Army Reserve (USAR) matters relative to DCPC with HQDA (DAPE-HR-S).
- b. Implement and administer procedures of the policy applicable to the USAR as stated in paragraph 1-14.

1-10. The Commanding General, U. S. Army Training and Doctrine Command (CG, TRADOC)

The CG, TRADOC, will—

- a. Apply DCPC to all positions in the TOE.
- b. Properly code positions either open or closed to female soldiers following specific guidance for implementation of the DCPC system as contained in this regulation.
- c. Provide recommendations on TOE DCPC issues to HQDA(DAPE-HR-S), WASH DC 20310-0300.
- d. Conduct ongoing review of documents as prescribed in AR 71-31, and review other Army regulations and publications relating to DCPC including AR 310-49. Reviews are continuous but the goal is to accomplish a review of all documents triennially.
- e. Coordinate any changes or revisions relating to DCPC implementation procedures with HQDA (DAPE-MBA-PS and DAPE-HR-S).

1-11. Commanders of major Army commands (MACOMs)

Commanders of MACOMs will—

- a. Ensure replacement requisitioning and assignment practices at all levels are in keeping with the policies outlined in this regulation.
- b. Ensure review by force development personnel, on a scheduled basis, but not less than once every 3 years, of all documents for compliance with this regulation.
- c. Ensure that the assignment of women provides full career opportunities to reach their highest potential.
- d. Ensure units have documented positions in the MTOE per DCPC codes as listed in the TOE except for HQDA (DAPE-HR-S) approved exceptions.

Section III Policy

1-12. Overall policy for the female soldier

a. The Army's assignment policy for female soldiers allows women to serve in any officer or enlisted specialty or position except in those specialties, positions, or units (battalion size or smaller) which are assigned a routine mission to engage in direct combat, or which collocate routinely with units assigned a direct combat mission.

b. The DCPC system implements the Army policy for the coding

of positions in organization documents and the related assignment of all soldiers to these positions. Once properly assigned, female soldiers are subject to the same utilization policies as their male counterparts. In event of hostilities, female soldiers will remain with their assigned units and continue to perform their assigned duties.

c. Female soldiers will be provided full and equal opportunity to pursue careers in the military and will be assigned to all skills and positions according to the above policy.

d. All commanders and heads of agencies will ensure compliance with the provisions of this regulation and that subordinate commanders and staff are aware of their responsibilities.

1-13. Policy specific to ARNG

a. Female soldiers will not be assessed, commissioned, appointed, or later assigned to a closed unit or an open unit which has been identified and confirmed for reorganization or redesignation to a closed unit.

b. When a female soldier's unit is changed from one geographical area to another, reorganized, or disbanded, she may be temporarily assigned to a closed unit for up to 1 year if there is no open coded vacancy in the soldier's residential geographical area per AR 135-91.

c. Female soldiers assigned to closed units and or positions as a result of unit reorganization or redesignation must transition from their closed unit and or position before their expiration term of service (ETS) or 1 year after the reorganization or redesignation, whichever is earlier.

d. Female Active Guard Reserve (AGR) soldiers who are in closed units and or positions as a result of reorganization or redesignation will have priority consideration for vacant open units and or positions. They may retain their AGR status in their closed unit and or position for 1 year after the reorganization or redesignation or until their ETS, whichever is earlier.

e. Public Law 90-486 requires ARNG military technicians (MTs) to be assigned to compatible military positions or else be separated 30 days after losing their compatible assignments. To comply with the law, female MTs will receive priority consideration for assignment to compatible positions in open units. Every possible effort will be made to effect such assignments as soon as possible. Female MTs may also remain temporarily in closed units up to 1 year provided they remain in a compatible assignment.

f. On mobilization, female soldiers occupying positions in closed units will be reassigned to the State Army Command Headquarters until the unit's departure for its mobilization station.

1-14. Policy specific to USAR

a. Female soldiers in USAR troop program units (TPUs) will not be assessed, commissioned, appointed, or later assigned to a closed unit and or position or an open unit and or position which has been identified and confirmed for reorganization or redesignation to a closed unit in the future.

b. When a female soldier's TPU is changed from one geographical area to another, reorganized, or disbanded, she may be temporarily assigned to a closed unit for up to 1 year, if there is no open coded vacancy in the soldier's residential geographical area per AR 135-91.

c. TPU female soldiers assigned to closed units and or positions as a result of unit reorganization or redesignation must transition from their closed unit and or position within 1 year after the reorganization or redesignation.

d. AGR female soldiers attached to units which become closed as a result of reorganization or redesignation will be given priority placement in another AGR position. They may remain in the current location for up to a year pending ETS or reattachment. If a reattachment offer is turned down, the soldier will be removed from the closed unit and terminated from the AGR program.

e. Female MT personnel assigned to closed units and or positions as a result of reorganization or redesignation, will be reassigned on a case-by-case basis.

f. On call up or mobilization, female soldiers who have not made

the transition out of closed units and or positions will be reassigned before the unit's departure for its mobilization station.

Chapter 2 Direct Combat Position Coding System

2-1. Coding process

a. The DCPC system implements Army policy for assigning women in both the Active Army and Reserve Component.

b. The DCPC system will use the following three dimensions to classify each position within a TOE:

(1) Duties of the position and area of concentration or military occupational specialty.

(2) Unit mission.

(3) Routine collocation.

2-2. Coding classifications

a. All TOE positions will be evaluated during the formulation process and be assigned an appropriate DCPC code.

b. The following two codes will be used to classify positions:

(1) P1 will indicate those positions to which women may not be assigned. MTOEs will be coded with the identity code (officer/warrant officer/enlisted) equivalent to the P1 designation per AR 310-49.

(2) P2 (open to women) will be used for all other positions.

2-3. Coding procedures for closed (P1) and open (P2) positions

a. Procedures for applying the DCPC codes are found in this regulation and are included in AR 71-31. Establishment and change of identity codes in the MTOE are addressed in AR 310-49 and AR 570-4.

b. Procedures for classifying positions under DCPC will be accomplished as follows.

(1) Positions will be coded closed (P1) (see fig 2-1 below) only if—

(a) The specialty or position requires routine engagement in direct combat.

(b) The position is in a battalion or smaller size unit that has a mission of routine engagement in direct combat.

(c) The position is in a unit that routinely collocates with battalion or smaller size units assigned a mission to engage in direct combat. (See Section II, Terms, Collocation.)

(d) The position is in a portion of a unit that routinely collocates with a battalion or smaller size unit having a direct combat mission.

(2) Positions will be coded open (P2) if they do not meet the criteria of a closed (P1) position as defined above.

2-4. Coding of tables of distribution and allowance (TDA)

a. TDA positions will be gender neutral.

b. MACOM must submit requests for exception to policy to HQDA (DAPE-HR-S), WASH DC 20310-0300, before gender coding a TDA position. Requests for exception will be considered on a case-by-case basis. All requests must clearly justify the rationale and provide a detailed job or duty description. Any civil or military regulations or guidance involving job performance must be included. Sound logic must be evident in the request to justify an exception and permit gender coding. Factors affecting overall combat effectiveness such as readiness, health, welfare, and discipline and order may be justifiable reasons for ODCSPER granting an exception.

c. All such requests will be processed according to AR 570-4, paragraph 9-23. If approved, these positions will be coded in TAADS with standard personnel remark code 80.

Decision chart

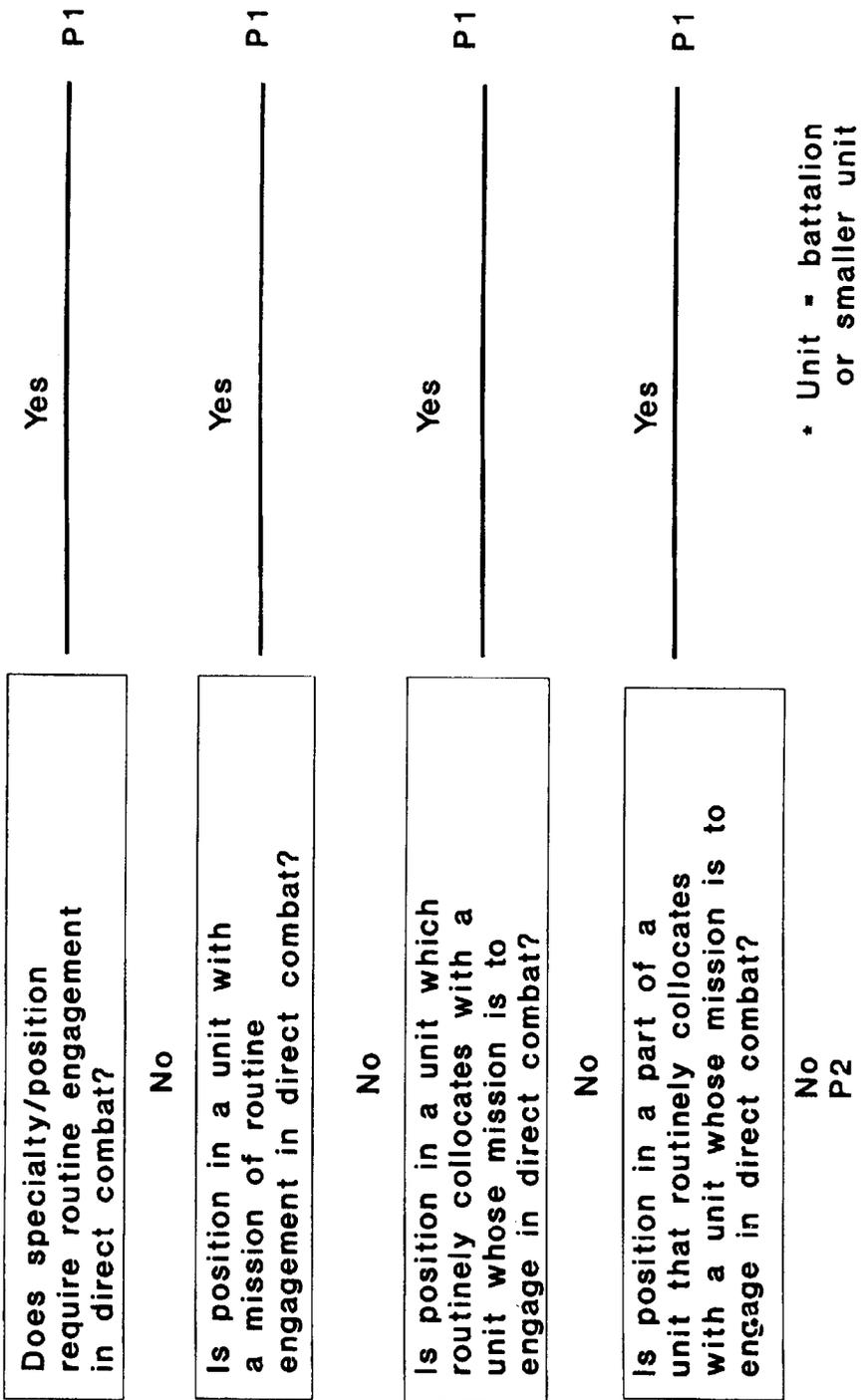


Figure 2-1. Position coding decision chart

Appendix A References

Section I Required Publications

AR 71-31

Management System for Tables of Organization and Equipment.
(Cited in paras 1-10 *d* and 2-3 *a*.)

AR 135-91

Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Procedures.(Cited in paras 1-13 *b* and 1-14*b*.)

AR 310-49

The Army Authorization Documents System (TAADS). (Cited in paras 1-10 *d*,2-2 *b*, and 2-3 *a* .)

AR 570-4

Manpower Management. (Cited in paras 2-3 *a* and 2-4 *c*.)

Section II Related Publications

A related publication is merely a source of additional information. The user does not have to read it to understand this publication.

AR 310-49-1

The Army Authorization Documents System (TAADS)
Documentation Procedures and Processing

AR 570-2

Manpower Requirements Criteria(MARC)-Tables of Organization and Equipment

AR 600-200

Enlisted Personnel Management System

AR 611-1

Military Occupational Classification Structure Development and Implementation

AR 611-101

Personnel Selection and Classification, Commissioned Officer Classification System

AR 611-112

Personnel Selection and Classification, Manual of Warrant Officer Military Occupational Specialties

AR 611-201

Enlisted Career Management Fields and Military Occupation Specialties

Public Law 90-486

“Women in the Army Policy Review,” Final Report, DA ODCSPER, 12 November 1982.Title 10, United States Code, Section 3013.

Section III Prescribed Forms

This section contains no entries.

Section IV Referenced Forms

This section contains no entries.

Glossary

Section I Abbreviations

AGR

Active Guard Reserve

ARNG

Army National Guard

CAR

Chief, Army Reserve

CG

commanding general

CNGB

Chief, National Guard Bureau

DCPC

Direct Combat Position Coding (system)

DCSOPS

Deputy Chief of Staff for Operations and Plans

DCSPER

Deputy Chief of Staff for Personnel

MACOM

major Army command

MTOE

modification table of organization and equipment

MT

military technician

TAADS

The Army Authorization Documents System

TDA

tables of distribution and allowances

TOE

tables of organization and equipment

TPU

troop program unit

TRADOC

U.S. Army Training and Doctrine Command

USAR

U.S. Army Reserve

Section II Terms

Collocation

Occurs when the position or unit routinely physically locates and remains with a military unit assigned a doctrinal mission to routinely engage in direct combat. Specifically, positions in units or sub-units which routinely collocate with units assigned a direct combat mission are closed to women. An entire unit will not be closed because a sub-unit routinely collocates with a unit assigned

a direct combat mission. The sub-unit will be closed to women.

Direct Combat

Engaging an enemy with individual or crew served weapons while being exposed to direct enemy fire, a high probability of direct physical contact with the enemy's personnel and a substantial risk of capture. Direct combat takes place while closing with the enemy by fire, maneuver, and shock effect in order to destroy or capture the enemy, or while repelling the enemy's assault by fire, close combat, or counterattack.

Routine

A regular course of procedure.

Section III

Special Abbreviations and Terms

There are no entries in this section.

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