

113TH CONGRESS
2D SESSION

H. R. 4516

To expedite and oversee the implementation of the women in service
implementation plan, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 29, 2014

Ms. LORETTA SANCHEZ of California introduced the following bill; which was
referred to the Committee on Armed Services

A BILL

To expedite and oversee the implementation of the women
in service implementation plan, 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. SHORT TITLE.**

4 This Act may be cited as the “She Is Ready Act”.

5 **SEC. 2. FINDINGS.**

6 Congress makes the following findings:

7 (1) On January 24, 2013, Secretary of Defense
8 Leon Panetta and Chairman of the Joint Chiefs of
9 Staff Martin Dempsey rescinded the 1994 Direct
10 Ground Combat Definition and Assignment Rule

1 and directed the Armed Forces to open closed occu-
2 pations, positions, and units to female members of
3 the Armed Forces no later than January 1, 2016.

4 (2) The rescission of the 1994 policy was based
5 on the knowledge that success in the Armed Forces
6 results solely from a member's ability, qualifications,
7 and performance, and the decision to rescind the
8 policy is consistent with America's values and en-
9 hances military readiness.

10 (3) The change in policy is reflective of the "on
11 the ground" reality that female members of the
12 Armed Forces, particularly in Iraq and Afghanistan,
13 have been serving in combat.

14 (4) A directive from the Chairman of the Joint
15 Chiefs of Staff requires the development, review, and
16 validation of gender-neutral occupational standards
17 "reflecting the knowledge, skills and abilities nec-
18 essary for each occupation" to be used to assess and
19 assign members not later than September 2015.

20 (5) There are concerns in regards to the lack
21 of transparency and the type of research the Armed
22 Forces are planning and pursuing in opening closed
23 occupations, positions, and units to female members
24 of the Armed Forces.

1 (6) The largest number of closed occupations,
2 positions, and units are in the Army and Marine
3 Corps. The Department of Defense announced its
4 intention, pursuant to the January 2013 Directives,
5 to open for assignment of female members of the
6 Armed Forces thousands of previously closed posi-
7 tions and units, but thousands of positions and units
8 remain closed female members of the Armed Forces.

9 **SEC. 3. REMOVAL OF ARTIFICIAL BARRIERS TO THE SERV-**
10 **ICE OF WOMEN IN THE ARMED FORCES.**

11 (a) PROMPT ASSIGNMENT.—

12 (1) CADRE OR CRITICAL MASS NOT RE-
13 QUIRED.—The Secretaries of the military depart-
14 ments shall not unduly delay the assignment of fe-
15 male members of the Armed Forces to military occu-
16 pational specialties, positions, and units because of
17 the absence of a cadre or critical mass of female
18 members available for such assignment.

19 (2) OPEN OCCUPATION PRECEDENCE.—As soon
20 as possible after the date of the enactment of this
21 Act, the Secretary of Defense shall direct the Secre-
22 taries of the military departments to open for as-
23 signment of women to all positions in occupations
24 that, on or after the date of the enactment of this

1 Act, are open to female members of the Armed
2 Forces in any unit of the Armed Forces.

3 (b) VALIDATION AND OVERSIGHT OF GENDER-NEU-
4 TRAL OCCUPATIONAL STANDARDS.—

5 (1) VALIDATION; PURPOSE.—As soon as pos-
6 sible after the date of the enactment of this Act, the
7 Secretary of Defense shall direct the Secretary of
8 each military department to validate the gender-neu-
9 tral occupational standards used by the Armed
10 Forces under the jurisdiction of that Secretary for
11 the purpose of ensuring that the standards—

12 (A) are consistent with section 543 of the
13 National Defense Authorization Act for Fiscal
14 Year 1994 (Public Law 103–160; 10 U.S.C.
15 113 note), as amended by section 523 of the
16 National Defense Authorization Act for Fiscal
17 Year 2014 (Public Law 113–66; 127 Stat.
18 756), which requires gender-neutral occupa-
19 tional standards, requiring performance out-
20 come-based standards for the successful accom-
21 plishment of the necessary and required specific
22 tasks associated with the qualifications and du-
23 ties performed;

1 (B) accurately predict performance of ac-
2 tual, regular, and recurring duties of a military
3 occupation; and

4 (C) are applied equitably to measure indi-
5 vidual capabilities.

6 (2) ROLE OF INDEPENDENT RESEARCH ENTI-
7 TY.—The Secretaries of the military departments
8 shall work with an independent research entity to
9 comply with paragraph (1).

10 **SEC. 4. IMPROVED LEADERSHIP AND RESPONSIVENESS IN**
11 **IMPLEMENTATION OF THE WOMEN IN SERV-**
12 **ICE IMPLEMENTATION PLAN.**

13 (a) TRANSPARENCY AND GOALS.—The Secretary of
14 Defense shall direct the Secretaries of the military depart-
15 ments to provide greater transparency of its women in
16 service implementation plan, ensure that a statement of
17 administration policy is created to reflect the mission of
18 the implementation plan and its intent on responsibly
19 opening all jobs, positions and units to female members
20 of the Armed Forces.

21 (b) RESPONSE AND NOTICE OF OPENINGS.—The Of-
22 fice of the Secretary of Defense shall promptly respond
23 whenever the Secretary of a military department submits
24 a notice of newly opened jobs, positions, of units to female

1 members of the Armed Forces and avoid any delays in
2 transmitting such notices to Congress.

3 (c) FINAL DEADLINE.—The Secretary of Defense
4 shall ensure all closed positions and units are open to fe-
5 male members of the Armed Forces no later than January
6 1, 2016, consistent with the Joint Memorandum issued
7 on January 24, 2013, regarding the elimination of the
8 1994 Direct Ground Combat Definition and Assignment
9 Rule.

10 **SEC. 5. EFFECTIVE EVALUATION OF PHYSICAL STANDARDS**
11 **AND OVERSIGHT OF ARMED FORCES IMPE-**
12 **MENTATION PLANS.**

13 (a) NAVY AND MARINE CORPS.—

14 (1) VALIDATION OF PHYSICAL STANDARDS.—As
15 soon as possible after the date of the enactment of
16 this Act, the Secretary of the Navy shall provide
17 Congress with information on what process and
18 metrics were used to validate the physical standards
19 applicable to members of the Navy and the Marine
20 Corps.

21 (2) INFANTRY TRAINING COURSES.—Not later
22 than 30 days after the date of the enactment of this
23 Act, the Secretary of the Navy shall provide Con-
24 gress with information in regards to the Marine
25 Corps research involving female members of the Ma-

1 rine Corps who volunteer for the Infantry Officers
2 Course (IOC), the enlisted infantry training course
3 (ITB), and the Ground Combat Element Experi-
4 mental Task Force (GCEXTF) for the purpose of—

5 (A) determining what metrics the Marine
6 Corps used to develop the research require-
7 ments and elements for the Marine Corps Ex-
8 panded Entry-Level Training Research;

9 (B) indicating what is being evaluated dur-
10 ing these research studies, along with how long
11 both research studies will last;

12 (C) identifying how data gathered during
13 the research studies will be used to open infan-
14 try and other closed occupations; and

15 (D) assuring that infantry and other closed
16 occupations will not remain closed based on
17 physical tests that have not been validated or
18 any other improper evaluation mechanisms.

19 (3) ENLISTED INFANTRY COURSE GRAD-
20 UATES.—Effective upon the enactment of this Act,
21 any female member of the Marine Corps who grad-
22 uates from the enlisted infantry course shall be eligi-
23 ble for assignment to an infantry occupational spe-
24 cialty.

1 (b) ARMY.—Effective upon the enactment of this Act,
2 the Secretary of the Army shall permit female members
3 of the Army to apply to Army Ranger School as Ranger
4 School is not solely intended for members of the Army
5 who plan to join the Ranger Regiment, but is also in-
6 tended to provide leadership training opportunities that
7 members can utilize in all jobs, positions, and units.

8 (c) SPECIAL OPERATIONS COMMAND.—The Sec-
9 retary of Defense shall direct the Special Operations Com-
10 mand to submit to Congress, not later than 90 days after
11 the date of the enactment of this Act, the type of approach
12 and methodology it will be using for the integration of
13 women into the Special Operations Forces.

14 **SEC. 6. FEMALE PERSONAL PROTECTION GEAR.**

15 The Secretary of Defense shall direct each Secretary
16 of a military department to take immediate steps to ensure
17 that properly designed and fitted combat equipment is
18 available and distributed to female members of the Armed
19 Forces under the jurisdiction of that Secretary.

20 **SEC. 7. REVIEW OF OUTREACH AND RECRUITMENT EF-**
21 **FORTS FOCUSED ON OFFICERS.**

22 (a) REVIEW REQUIRED.—The Comptroller General
23 of the United States shall conduct a review of Services'
24 Outreach and Recruitment Efforts gauged toward women
25 representation in the officer corps.

1 (b) ELEMENTS OF REVIEW.—In conducting the re-
2 view under subsection (a), the Secretary of Defense
3 shall—

4 (1) identify and evaluate current initiatives the
5 Armed Forces are using to increase accession of
6 women into the officer corps;

7 (2) identify new recruiting efforts to increase
8 accessions of women into the officer corps specifi-
9 cally at the military service academies, Officer Can-
10 didate Schools, Officer Training Schools, the Acad-
11 emy of Military Science, and Reserve Officer Train-
12 ing Corps; and

13 (3) identify efforts, resources, and funding re-
14 quired to increase military service academy accession
15 by an additional 20 percent by the end of the four-
16 year period beginning on the date of the enactment
17 of this Act.

18 (c) SUBMISSION OF RESULTS.—Not later than 90
19 days after the date of the enactment of this Act, the
20 Comptroller General shall submit to Congress a report
21 containing the results of the review under subsection (a).

○