

U.S. ARMY SERGEANTS MAJOR ACADEMY (ANCOC)

L434

OCT 03

THE ARMY HOMOSEXUAL POLICY

TRAINING SUPPORT PACKAGE



TRAINING SUPPORT PACKAGE (TSP)

TSP Number / Title	L434 / The Army Homosexual Policy
Effective Date	01 Oct 2003
Supersedes TSP(s) / Lesson(s)	P406, Equal Opportunity/Sexual Harassment, ELO 5, Oct 00
TSP Users	600-ANCOC, Advanced Noncommissioned Officer Course
Proponent	The proponent for this document is the Sergeants Major Academy.
Improvement Comments	<p>Users are invited to send comments and suggested improvements on DA Form 2028, <i>Recommended Changes to Publications and Blank Forms</i>. Completed forms, or equivalent response, will be mailed or attached to electronic e-mail and transmitted to:</p> <p>COMDT USASMA ATTN ATSS D BLDG 11291 BIGGS FIELD FT BLISS TX 79918-8002</p> <p>Telephone (Comm): (915) 568-8875 Telephone (DSN): 978-8875</p> <p>e-mail: atss-dcd@bliss.army.mil</p>
Security Clearance / Access	Unclassified
Foreign Disclosure Restrictions	FD5. This product/publication has been reviewed by the product developers in coordination with the USASMA foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.

PREFACE

Purpose

This Training Support Package provides the instructor with a standardized lesson plan for presenting instruction for:

Task Number

Task Title

181-301-0001

IDENTIFY THE LEGAL IMPLICATIONS OF
HOMOSEXUAL CONDUCT POLICY

This TSP
Contains

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**The Army Homosexual Policy
L434 / Version 1
01 Oct 2003**

SECTION I. ADMINISTRATIVE DATA

All Courses Including This Lesson	<u>Course Number</u>	<u>Version</u>	<u>Course Title</u>
	600-ANCOC	1	Advanced Noncommissioned Officer Course

Task(s) Taught (*) or Supported	<u>Task Number</u>	<u>Task Title</u>
	181-301-0001 (*)	IDENTIFY THE LEGAL IMPLICATIONS OF HOMOSEXUAL CONDUCT POLICY

Reinforced Task(s)	<u>Task Number</u>	<u>Task Title</u>

Academic Hours	The academic hours required to teach this lesson are as follows:	
	<u>Resident Hours/Methods</u>	
		25 mins /Conference / Discussion
		25 mins /Practical Exercise (Performance)
Test	0 hrs	
Test Review	0 hrs	
Total Hours:	1 hr	

Test Lesson Number	<u>Hours</u>	<u>Lesson No.</u>
	Testing (to include test review)	N/A

Prerequisite Lesson(s)	<u>Lesson Number</u>	<u>Lesson Title</u>
	L427	ENFORCE THE EQUAL OPPORTUNITY PROGRAM

Clearance Access	Security Level: Unclassified Requirements: There are no clearance or access requirements for the lesson.
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Foreign Disclosure Restrictions	FD5. This product/publication has been reviewed by the product developers in coordination with the USASMA foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.
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References			
<u>Number</u>	<u>Title</u>	<u>Date</u>	<u>Additional Information</u>
AR 600-20	ARMY COMMAND POLICY	01 May 2002	

Student Study Assignments

Before class--

- Read Student Handouts 2 and 3.

During class--

- Participate in classroom discussion and the PE.

After class--

- Turn in recoverable reference material.
-

Instructor Requirements

1:16, ANCOC graduate, served as a platoon sergeant, ITC, and SGITC qualified.

Additional Support Personnel Requirements

<u>Name</u>	<u>Stu Ratio</u>	<u>Qty</u>	<u>Man Hours</u>
None			

Equipment Required for Instruction

<u>ID Name</u>	<u>Stu Ratio</u>	<u>Instr Ratio</u>	<u>Spt</u>	<u>Qty</u>	<u>Exp</u>
441-06 LCD Projection System	1:16	1:1	No	1	No
559359 SCREEN PROJECTION	1:16	1:1	No	1	No
702101T134520 DELL CPU, MONITOR, MOUSE, KEYBOARD	1:16	1:1	No	1	No
7110-00-T81-1805 DRY ERASE BOARD	1:16	1:1	No	1	No
7510-01-424-4867 EASEL, (STAND ALONE) WITH PAPER	1:16	1:1	No	1	No
PENS PENS, ALCOHOL OR WATER-BASED	1:16	1:1	No	1	No

* Before Id indicates a TADSS

Materials Required**Instructor Materials:**

- VGTs: 6.
- TSP.
- AR 600-20.

Student Materials:

- Pen or pencil and writing paper.
 - Student Handout 2 3, 4, and 5.
-

Classroom, Training Area, and Range Requirements

Classroom Instruction 1200 SF, 16 PN

Ammunition Requirements

<u>Id</u>	<u>Name</u>	<u>Exp</u>	<u>Stu Ratio</u>	<u>Instr Ratio</u>	<u>Spt Qty</u>
None					

**Instructional
Guidance**

NOTE: Before presenting this lesson, instructors must thoroughly prepare by studying this lesson and identified reference material.

Before class--

- Study TSP.
- Read AR 600-20, chapter 4-19.
- Assign student discussion leader three days before the class.
- Issue student handouts three days before the class.

During class--

- Facilitate the small group process IAW TSP.
- Facilitate the completion of the PE.

After class--

- Report lesson discrepancies to the senior instructor.
- Collect and turn in recoverable materials.

**Proponent
Lesson Plan
Approvals**

<u>Name</u>	<u>Rank</u>	<u>Position</u>	<u>Date</u>
Colyer, Donald J.	GS09	Training Specialist	
Eichman, Guy A.	MSG	Course Chief, ANCOC/BNCOC	
Lawson, Brian H.	SGM	Chief, NCOES	
Mays, Albert J.	SGM	Chief, CDDD	

SECTION II. INTRODUCTION

Method of Instruction: Conference / Discussion
 Technique of Delivery: Small Group Instruction (SG)
 Instructor to Student Ratio is: 1:16
 Time of Instruction: 5 mins
 Media: VGT-1

Motivator

Service in our Army is honorable, and Americans deeply respect you for committing yourselves and your very lives to the service of this country. You deserve to be treated with dignity, honor, and respect. In return the Army, American citizens, and your fellow soldiers expect the same from you. Treating soldiers with dignity and respect is a bedrock value for the Army. There is no room for harassment or threats to any soldier for any reason. Therefore, as leaders we are resolute to continue to implement the "Don't Ask, Don't Tell" policy with equity and fairness to all soldiers.

Terminal Learning Objective

NOTE: Inform the students of the following Terminal Learning Objective requirements. At the completion of this lesson, you [the student] will:

Action:	Interpret the Army Homosexual Policy.
Conditions:	As a platoon sergeant, in a classroom environment, given extracts from AR 600-20, HQDA message 101800ZJAN00, and student handouts.
Standards:	Enforce the Army Homosexual Policy by-- <ul style="list-style-type: none"> • Identifying the responsibilities of the commander when inquiring into an allegation of homosexual conduct, • Identifying the rights of the soldier being harassed or threatened based on perceived sexual orientation, • Identifying the commander's duty to properly investigate the soldier(s) who are alleged to have committed the harassment and/or threat, IAW AR 600-20.

Safety Requirements

None

Risk Assessment Level

Low

Environmental Considerations

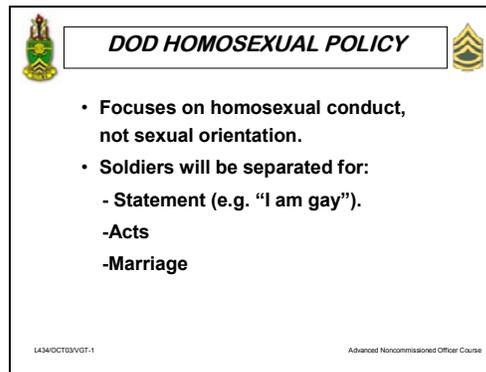
NOTE: It is the responsibility of all soldiers and DA civilians to protect the environment from damage.

Evaluation

None

Instructional Lead-In

SHOW VGT-1, DoD HOMOSEXUAL POLICY



Verbal admission of homosexuality may be grounds for discharge. However, admission alone will not suffice, unless the admission is credible. In most cases, homosexual admissions require no investigation. There may be instances where a commander feels that the admission may not be credible, and he may conduct a limited investigation that I will discuss later.

Further inquiry beyond the commander's limited investigation requires a DA approved "Substantial Investigation." We will also cover this later in the lesson. The key to understanding DoD's policy on homosexual conduct policy is to remember that it focuses on homosexual "conduct," what a soldier does or says. It is not focused on his "sexual orientation" alone, how he feels about himself as a heterosexual, homosexual, or bisexual.

The acronym "SAM" is the easiest way to remember the three key features of DoD's policy on homosexual conduct. It stands for "Statements, Acts, and Marriages.

REMOVE VGT-1

SECTION III. PRESENTATION

1. Learning Step / Activity 1. Identifying the responsibilities of the commander when inquiring into an allegation of homosexual conduct

Method of Instruction: Conference / Discussion

Technique of Delivery: Small Group Instruction (SGI)

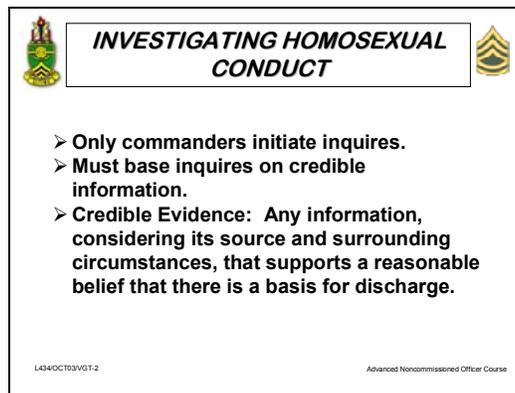
Instructor to Student Ratio: 1:16

Time of Instruction: 10 mins

Media: VGT-2 thru VGT-5

When a commander decides to investigate, he must remember that the Army's Homosexual Policy is "Conduct" based, focusing on what a soldier does or says, not his orientation alone.

SHOW VGT-2, INVESTIGATING HOMOSEXUAL CONDUCT



Only commanders can initiate fact-finding inquiries into homosexual conduct. Subordinate leaders should direct questions and report grounds for separation to their commanders.

Commanders should investigate any credible evidence of a basis for discharge. The bases for discharge are easy to remember. Recall what I said of the acronym "SAM": Statements – Acts – Marriage. Credible evidence is any information, considering its source and the surrounding circumstances, that supports a reasonable belief that there's a basis for discharge.

REMOVE VGT-2

SHOW VGT-3, INVESTIGATING HOMOSEXUAL CONDUCT (cont)

INVESTIGATING HOMOSEXUAL CONDUCT, (cont)

- Evidence is **NOT** credible:
 - Mere suspicion/rumors
 - Reading homosexual Pubs/going to “gay bars”.
- Statement (“I am gay”) is usually enough for separation; further investigation is limited.

L434OCT03/VGT-3 Advanced Noncommissioned Officer Course

Commanders should not investigate or take other actions when there is **NO** credible evidence of a basis for discharge. Examples of NO credible evidence include--

- Mere suspicion of homosexual conduct, without any credible evidence.
- Other people’s opinions or rumors about a soldier’s homosexual orientation, when the opinion or rumor is not based on factual evidence of a basis for discharge.
- The soldier reads a homosexual publication or goes to a homosexual bar.

REMOVE VGT-3

Commanders who have credible evidence of a basis for discharge should consult with their staff judge advocate for guidance in conducting the inquiry.

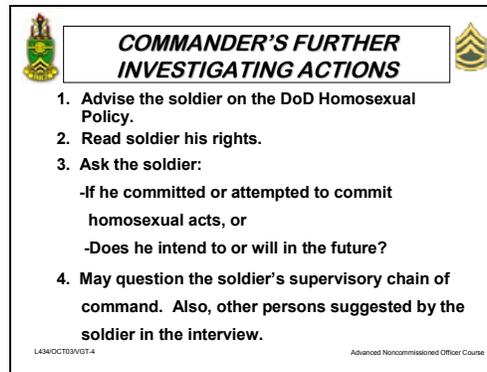
The Army prefers informal inquiries. CID or MPI usually should not become involved in an investigation to determine whether homosexual conduct took place. Before interviewing a soldier the commander must explain to him the Army’s homosexual conduct policy. The commander will begin the by informing the soldier of his rights under Article 31, UCMJ. If the soldier doesn’t want to make a statement, the commander will not ask further questions.

The commander will not ask, and there is no requirement that a soldier reveal, whether the soldier is heterosexual, homosexual, or bisexual.

If the inquiry is only about a statement the soldier made (“I’m gay”), in most cases the admission is sufficient. The commander does not have to investigate further.

However, if he wishes to investigate further to determine if the statement is credible, he may take the following three actions:

SHOW VGT-4, COMMANDER'S FURTHER INVESTIGATIVE ACTIONS



1. Read the soldier his rights under Article 31 of the UCMJ.
2. The commander may ask the soldier if he committed or attempted to commit homosexual acts, and if he intends to commit homosexual acts in the future. The commander may also ask the soldier why he made the statement and what the statement meant.
3. The commander may question the members of the soldier's supervisory chain-of-command. He may also question other people suggested by the soldier during the interview.

REMOVE VGT-4

During the interview the commander must consider any statements made by the soldier to certain individuals (e.g., chaplains, attorneys, and spouses) as confidential. The commander should consult his legal advisor for guidance any time he has questions about possible confidential statements the three steps I just described are as far as the commander may go in his inquiry. Further investigation beyond the three steps the Army considers being a "Substantial Investigation."

As I briefed, verbal admission of homosexuality may be grounds for discharge. However commanders must determine whether admissions are credible. There may be occasions when the commander, after conducting his three-step investigation, feels the situation warrants a "Substantial Investigation." The Assistant Secretary of

the Army for Manpower and Reserve Affairs (ASA M&RA) is the only one who can authorize a “Substantial Investigation” in cases where an admission of homosexuality was made for the purpose of seeking separation from the Army and/or whether to recoup financial benefits.

The commander must submit his request through command channels to the ASA M&RA. Once the commander forwards a request, he may not take any further actions, to include any administrative actions, until either the ASA M&RA denies permission, or grants permission and the commander concludes the investigation

SHOW VGT-5, ILLEGAL INVESTIGATION

ILLEGAL INVESTIGATION

1. Without approval from the soldier's CDR.
2. Accuse soldier of violating the homosexual conduct policy based on:
 - a. Suspicion without credible evidence
 - b. Rumors
 - c. Observing a soldier with homosexual material or in certain locations (e.g. gay bars)
3. Require soldier to reveal his sexual orientation.

L434OCT03/VGT-5 Advanced Noncommissioned Officer Course

You may not go out and investigate any soldier because you believe he may be a homosexual. You will violate the Army's homosexual conduct policy if you begin an investigation without permission from the soldier's commander. You will also be in violation of the policy if you accuse a soldier of violating the policy based on suspicion without credible evidence, rumors, observing him with homosexual materials, or frequenting certain locations such as gay bars, or if you require the soldier to reveal his sexual orientation.

REMOVE VGT-5

2. Learning Step / Activity 2. Identifying the rights of the soldier being harassed or threatened based on perceived sexual orientation

Method of Instruction: Conference / Discussion

Technique of Delivery: Small Group Instruction (SGI)

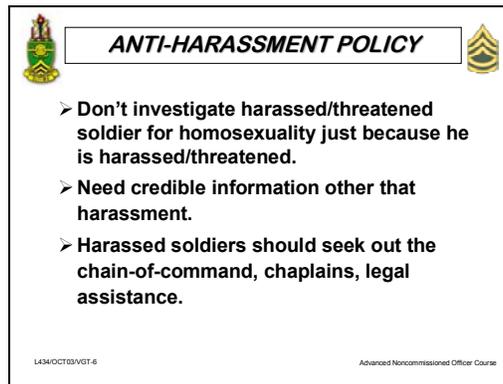
Instructor to Student Ratio: 1:16

Time of Instruction: 5 mins

Media: VGT-6

As a noncommissioned officer your duty is to take care of soldiers. If other soldiers perceive a soldier to be homosexual, and they are threatening or harassing him, your duty is to correct the problem. Even if you have the same perception, you must put your personal beliefs aside, be professional, and follow the Army's homosexual policy of ensuring soldiers respect and treat each other with dignity, honor, and respect; that all soldiers have a right to expect treatment consistent with our core values, a safe and secure environment, and the support of their chain-of-command. If you violate the trust of any soldier, you violate the trust of all. A soldier receiving threats or harassment because his fellow soldiers perceive him to be homosexual should seek out the chain-of-command, and as an alternative, the chaplain, IG, or a JAG legal assistance attorney.

SHOW VGT-6, ANTI-HARASSMENT POLICY



The slide is titled "ANTI-HARASSMENT POLICY" and features the Army crest on the left and a sergeant's rank insignia on the right. It contains three bullet points: "Don't investigate harassed/threatened soldier for homosexuality just because he is harassed/threatened.", "Need credible information other than harassment.", and "Harassed soldiers should seek out the chain-of-command, chaplains, legal assistance." At the bottom, it includes the code "L434/OCT03/VGT-6" and "Advanced Noncommissioned Officer Course".

Commanders should not investigate a soldier for violating the homosexual conduct policy because the soldier is receiving threats or harassment from soldiers who perceive him to be homosexual. Harassment and threats are not enough in themselves to justify investigating the soldier.

A commander still needs credible information apart from any threat or harassment to justify an investigation into homosexual conduct.

When investigating a threat or harassment, you may not investigate the threatened/harassed soldier's sexual orientation or whether he committed homosexual conduct. You must focus on the harassment or threat itself.

If during the investigation credible information arises, apart from the harassment or threat, you continue to investigate and take appropriate action against any harassers. The credible information does not stop the requirement to investigate the threat or harassment.

Soldiers receiving threats or harassment should seek out their chain-of-command. They must understand that reporting harassment or threats does not support an investigation into whether they have violated the Army's homosexual conduct policy.

REMOVE VGT-6

3. Learning Step / Activity 3. Apply the correct action(s) to suspected homosexual conduct situations in accordance with the Army's homosexual conduct policy
 - Method of Instruction: Practical Exercise (Performance)
 - Technique of Delivery: Small Group Instruction (SGI)
 - Instructor to Student Ratio: 1:16
 - Time of Instruction: 25 mins
 - Media: PE-1

See procedures in Appendix C.

SECTION IV. SUMMARY

Method of Instruction: <u>Conference / Discussion</u>
Technique of Delivery: <u>Small Group Instruction (SGI)</u>
Instructor to Student Ratio is: <u>1:16</u>
Time of Instruction: <u>5 mins</u>
Media: <u>None</u>

Check on Learning

Determine if the students have learned the material presented by soliciting student questions and explanations. Ask the students questions and correct misunderstandings.

Review / Summarize Lesson

During the past hour we discussed the Army's homosexual conduct policy. We have emphasized on what the policy is, what are the commander's responsibilities, and the rights of the soldier(s). As a leader, your actions and the actions of your soldiers must contribute to the Army's ultimate goal to foster mutual dignity and respect among all personnel.

SECTION V. STUDENT EVALUATION

**Testing
Requirements**

NOTE: Describe how the student must demonstrate accomplishment of the TLO. Refer student to the Student Evaluation Plan.

**Feedback
Requirements**

NOTE: Feedback is essential to effective learning. Schedule and provide feedback on the evaluation and any information to help answer students' questions about the test. Provide remedial training as needed.

Terminal Learning Objective

VGT-1, DoD Homosexual Conduct Policy



DOD HOMOSEXUAL POLICY



- **Focuses on homosexual conduct, not sexual orientation.**
- **Soldiers will be separated for:**
 - **Statement (e.g. “I am gay”).**
 - **Acts**
 - **Marriage**



INVESTIGATING HOMOSEXUAL CONDUCT



- **Only commanders initiate inquires.**
- **Must base inquires on credible information.**
- **Credible Evidence: Any information, considering its source and surrounding circumstances, that supports a reasonable belief that there is a basis for discharge.**



INVESTIGATING HOMOSEXUAL CONDUCT, (cont)



- **Evidence is NOT credible:**
 - Mere suspicion/rumors
 - Reading homosexual Pubs/going to “gay bars”.

- **Statement (“I am gay”) is usually enough for separation; further investigation is limited.**



COMMANDER'S FURTHER INVESTIGATING ACTIONS



- 1. Advise the soldier on the DoD Homosexual Policy.**
- 2. Read soldier his rights.**
- 3. Ask the soldier:**
 - If he committed or attempted to commit homosexual acts, or**
 - Does he intend to or will in the future?**
- 4. May question the soldier's supervisory chain of command. Also, other persons suggested by the soldier in the interview.**



ILLEGAL INVESTIGATION



- 1. Without approval from the soldier's CDR.**
- 2. Accuse soldier of violating the homosexual conduct policy based on:**
 - a. Suspicion without credible evidence**
 - b. Rumors**
 - c. Observing a soldier with homosexual material or in certain locations (e.g. gay bars)**
- 3. Require soldier to reveal his sexual orientation.**



ANTI-HARASSMENT POLICY



- **Don't investigate harassed/threatened soldier for homosexuality just because he is harassed/threatened.**
- **Need credible information other than harassment.**
- **Harassed soldiers should seek out the chain-of-command, chaplains, legal assistance.**

Appendix B Test(s) and Test Solution(s) (N/A)

PRACTICAL EXERCISE SHEET PE-1

Title	Apply the correct action(s) to suspected homosexual conduct situations in accordance with the Army's homosexual conduct policy		
Lesson Number/Title	L434 version 1 / The Army Homosexual Policy		
Introduction	The Army's Homosexual Conduct Policy is a policy that is being stressed from the top level of the chain of command. We must increase our knowledge of this policy so we can enforce it and to treat all soldiers with mutual dignity and respect.		
Motivator	To be a successful Army leader, you must show respect for all soldiers, in addition, comply with all policy letters written. The Army's Homosexual Conduct policy is for our protection as well as soldiers we command. There is no room for harassment or threats to any soldier for any reason. We as leaders must make sure all our soldiers receive the utmost equity and fairness in all situations.		
Learning Step/Activity	<p>NOTE: The instructor should inform the students of the following Learning Step/Activity requirements. (TLO Step 3)</p> <p>At the completion of this lesson, you [the student] will:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">Action:</td> <td>Apply the correct action(s) to suspected homosexual conduct situations in accordance with the Army's homosexual conduct policy.</td> </tr> </table>	Action:	Apply the correct action(s) to suspected homosexual conduct situations in accordance with the Army's homosexual conduct policy.
Action:	Apply the correct action(s) to suspected homosexual conduct situations in accordance with the Army's homosexual conduct policy.		
Safety Requirements	None		
Risk Assessment Level	Low		
Environmental Considerations	None		
Evaluation	This is not a graded PE. As a group, you will discuss the solution and resolve any misunderstandings.		
Instructional Lead-In	This PE replicates real-life situations that directly relate to the material covered in the lesson.		
Resource Requirements	<p>Instructor Materials:</p> <ul style="list-style-type: none"> ● TSP. ● AR 600-20. <p>Student Materials:</p> <ul style="list-style-type: none"> ● Pen or pencil and writing paper. ● PE-1. 		

**Special
Instructions**

Instructor will form the class into four groups of three or four students depending on the class size. Spread the groups as far apart as possible in the classroom so each group will not over hear the other discussion. Have each group then select a discussion leader who will facilitate the group's solution to the situation given to them. The instructor will assign a situation to the discussion leader for their group discussion.

Procedures

Situation 1. (Group 1), SGT True reported to you that he observed two soldiers in the same platoon embracing in the dayroom.

Situation 2. (Group 2), A male sergeant asks to see the Company Commander on the open door policy and tells the CO that he (the sergeant) is a homosexual. He also brings with him, the battalion chaplain, to support this statement, the chaplain describes a long counseling process and the sincerity of the soldier's statement.

Situation 3. (Group 3), Private Tom noticed his room was vandalized, he asked you to come to his room to see the damage that was done. When you enter his room, you notice the writing on the walls is the words "fag" and "queer" and pictures of some of his high school friends ripped up.

Situation 4. (Group 4), A male sergeant reports to you that he believes a female private in the platoon is a lesbian.

Give the groups 5 minutes to achieve a solution to their situation. After 5 minutes, give each group discussion leader 5 minutes to present their solution to the class. After the groups have presented their solutions, the instructor will issue the solutions and allow the students to comment on the solution in comparison to their solution. The instructor will ensure each group gets the same amount of time in this part of the exercise.

**Feedback
Requirements**

SOLUTION FOR PRACTICAL EXERCISE PE-1

Situation 1: The situation is ambiguous. Unless there is a credible report that the hugging was in a sexual fashion (suspicion of criminal misconduct or accompanied by kissing or fondling), the best approach would be to inquire into the situation to determine the character of the action. The hugging may represent an act of consoling a soldier, saying goodbye to a family member, or welcoming a close friend. You may immediately understand the circumstances and clear the air. If the situation requires further attention, you could inquire into the matter with the following statement: ("Is everything ok-someone saw you hugging a soldier in the dayroom?") This inquiry may provide an explanation and close the matter. If the inquiry gives an indication of inappropriate action or misconduct, report it to the chain of command for further action.

Situation 2: If the company commander believes that the sergeant is homosexual based on personal statement and supporting evidence, the CO may initiate a separation action citing homosexuality as the reason (Chapter 15, AR 235-200). The CO should coordinate with legal counsel following the sergeant's report before initiating separation action.

Situation 3: You need to report this to the chain of command immediately. The chain of command must investigate this matter immediately. They should consult with a legal advisor and law enforcement officials to determine the best method to investigate. The command may consider administrative actions such as moving the private to another room. In a case such as this, the command should step up and take immediate and positive steps to let the unit know that such actions are illegal, inappropriate, and violates the Army's "treat people with dignity and respect" policy. The command should explain how such acts are destructive of unit trust and cohesion if caused by unit personnel. The command should seek information that would indicate who was responsible for this misconduct and use steps to protect and support the vandalized soldier. Based on this incident, the command may want to look into the command climate/environment and elicit resources, chaplain support, IG, or EO personnel.

Situation 4: You should discuss with the sergeant the basis of his conclusion. If the sergeant belief is on subjective factors such as hairstyle, mannerisms, speech, or dress you should counsel the sergeant Army's Homosexual Conduct Policy. The counseling should address that the sergeant should not harass the private or cause others to do so, because of a perception that the private is a homosexual. The discussion may reveal that the sergeant is passing this "belief" around after the private turned him down for a date to go to an off post bar (anyone who won't go out with me must be a homosexual). In such case, counsel the sergeant about the dangers on slanderous speech and how such speech could have a negative impact on unit cohesiveness. On the other hand, the discussion may reveal that the sergeant's belief is on having observed the private making a serious statement that she was a homosexual or having observed the private engaged in homosexual misconduct. In this case, you should report this situation to the company commander.

HANDOUTS FOR LESSON 1: L434 version 1

**This Appendix
Contains**

This Appendix contains the items listed in this table--

Item	Pages
SH-1, Advance Sheet	SH-1-1
SH-2, Extract AR 600-20	SH-2-1 thru SH-2-5
SH-3, HQDA Message	SH-3-1 thru SH-3-3
SH-4, The Army's Homosexual Policy (Trifold)	SH-4-1 thru SH-4-3
SH-5, Student Notes	SH-5-1 thru SH-5-3

Student Handout 1

Advance Sheet

Lesson Hours This is a one-hour lesson.

Overview This lesson provides an overview of what you need to know to interpret and enforce the army homosexual policy.

Learning Objectives Terminal Learning Objective (TLO).

Action:	The Army Homosexual Policy.
Conditions:	As a platoon sergeant, in a classroom environment, given AR 600-20 and student handouts.
Standard:	Enforce the Army Homosexual Policy by-- <ul style="list-style-type: none">• Identifying the responsibilities of the commander when inquiring into an allegation of homosexual conduct,• Identifying the rights of the soldier being harassed or threatened based on perceived sexual orientation,• Identifying the commander's duty to properly investigate the soldier(s) who are alleged to have committed the harassment and/or threat, IAW AR 600-20.

Learning Steps/Activities (LS/As).

- LS/A 1 Identifying the responsibilities of the commander when inquiring into an allegation of homosexual conduct
- LS/A 2** Identifying the rights of the soldier being harassed or threatened based on perceived sexual orientation
- LS/A 3** Apply the correct action(s) to suspected homosexual conduct situations in accordance with the Army's homosexual conduct policy
-

Assignment The student assignments for this lesson are:

- Read SH-2, SH-3, and SH-4.
-

Additional Subject Area Resources None

Bring to Class SH-2, SH-3, and SH-4.

Student Handout 2

EXTRACT FROM AR 600-20, ARMY COMMAND POLICY

**THIS STUDENT
HANDOUT
CONTAINS**

This student handout contains 4 pages of extracted material from the following publication:

AR 600-20, ARMY COMMAND POLICY, 13 JUN 02

DESCRIPTION

PARAGRAPH NUMBER

CHAPTER 4

4-19

Disclaimer: The developer downloaded this extract from the U.S. Army Publishing Agency Home Page. The text may contain passive voice, misspelling, grammatical errors, etc., and may not be in compliance with the Army Writing Style Program.

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4-19. Homosexual conduct policy

The DCS, G-1 is responsible for the U.S. Army Homosexual Conduct Policy.

a. *General.*

(1) This policy implements section 654 of Title 10, United States Code. Department of Defense has stated that the suitability of persons to serve in the Army is based on their conduct and their ability to meet required standards of duty performance and discipline.

(2) Definitions are as follows:

(a) *Bisexual.* A person who engages in, attempts to engage in, has a propensity to engage in, or intends to engage in both homosexual and heterosexual acts.

(b) *Homosexual.* A person, regardless of sex, who engages in, attempts to engage in, has a propensity to engage in, or intends to engage in homosexual acts as further described in (3) below.

(c) *Sexual orientation.* An abstract sexual preference for persons of a particular sex, as distinct from a propensity or intent to engage in sexual acts.

(3) *Homosexual conduct.* "Homosexual conduct" is a homosexual act, a statement by a soldier that demonstrates a propensity or intent to engage in homosexual acts, the solicitation of another to engage in homosexual act or acts, or a homosexual marriage or attempted marriage.

(a) A "homosexual act" means any bodily contact, actively undertaken or passively permitted, between members of the same sex for the purpose of satisfying sexual desires and any bodily contact (for example, hand-holding, slow dancing, or kissing) that a reasonable person would understand to demonstrate a propensity or intent to engage in such bodily contact.

(b) A "statement by a person that he or she is a homosexual or bisexual or words to that effect" means language or behavior that a reasonable person would believe intends to convey the statement that a person engages in, attempts to engage in, has a propensity to engage in, or intends to engage in homosexual acts. This may include statements such as "I am a homosexual," "I am gay," "I am a lesbian," "I have a homosexual orientation," and the like.

(c) A "homosexual marriage or attempted marriage" is when a person has married or attempted to marry a person known to be of the same biological sex (as evidenced by the external anatomy of the person involved).

b. *Accession policy.* A person's sexual orientation is considered a personal and private matter and is not a bar to entry or continued service unless manifested by homosexual conduct in a manner described in a(3). Applicants for enlistment, appointment, or induction into the Army will not be asked or required to reveal whether they are heterosexual, homosexual or bisexual. Applicants also will not be required to reveal whether they have engaged in homosexual conduct unless independent evidence is received indicating that the applicant engaged in such conduct or unless the applicant volunteers a statement that he or she is a homosexual or bisexual or words to that effect. Homosexual conduct is grounds for barring entry into the army, except as

provided in AR 601-210. Applicants will be informed of the laws and regulations governing sexual conduct in the armed services, including homosexual conduct as defined in a(3). AR 601-210 and NGBR 600-200 governs the Army accession policy.

c. Separation policy. Homosexual conduct is grounds for separation from the army under the terms set forth in paragraph a(3). AR 635-100, AR 635-200, AR 135-175, and 135-178, govern Army separation policies.

d. Guidelines for command-directed fact-finding inquiries into homosexual conduct.

(1) *Responsibilities.*

(a) Only a soldier's commander is authorized to initiate fact-finding inquiries involving homosexual conduct. A commander may initiate a fact-finding inquiry only when he or she has received credible information that there is a basis for discharge. Commanders are accountable for ensuring that inquiries are conducted properly and that no abuse of authority occurs.

(b) A fact-finding inquiry may be conducted by the commander personally or by a person he or she appoints. It may consist of an examination of the information reported or a more extensive investigation as necessary.

(c) The inquiry should gather all credible information that directly relates to the grounds for possible separation. Inquiries shall be limited to the actual circumstances directly relevant to the specific allegations.

(d) If a commander has credible evidence of possible criminal conduct, he or she shall follow the procedures outlined in the AR 27-10 and AR 195-2.

(e) These guidelines do not apply to activities of CID and other DOD law enforcement organizations that are governed by AR 195-2.

(2) *Basis for conducting inquiries.*

(a) A commander will initiate an inquiry only if he or she has credible information that there is a basis for discharge. Credible information exists when the information, considering its source and the surrounding circumstances, supports a reasonable belief that a soldier has engaged in homosexual conduct. It requires a determination based on articulable facts, not just a belief or suspicion.

(b) A basis for discharge exists if-

(1) The soldier has engaged in a homosexual act.

(2) The soldier has said that he or she is a homosexual or bisexual, or made some other statement that indicates a propensity or intent to engage in homosexual acts, or

(3) The soldier has married or attempted to marry a person of the same sex.

(3) Credible information does not exist, for example, when-

(a) The individual is suspected of engaging in homosexual conduct, but there is no credible information, as described that supports the suspicion.

(b) The only information is the opinion of others that a soldier is a homosexual.

(c) The inquiry would be based on rumor, suspicion, or capricious claims concerning a soldier's sexual orientation.

(d) The only information known is an associational activity such as going to a gay bar, possessing or reading homosexual publications, associating with known

homosexuals, or marching in a gay rights rally in civilian clothes. Such activity, in and of itself, does not provide the evidence of homosexual conduct.

- (4) Credible information exists, for example, when-
 - (a) A reliable person states that he or she observed or heard a soldier engaging in homosexual acts, or saying that he or she is a homosexual or bisexual or is married to a member of the same sex.
 - (b) A reliable person states that he or she heard, observed or discovered a soldier make a spoken or written statement that a reasonable person would believe was intended to convey the fact that he or she engages in, attempts to engage in, or has the propensity or intent to engage in homosexual acts.
 - (c) A reliable person states that he or she observed behavior that amounts to a nonverbal statement by a soldier that he or she is a homosexual or bisexual-i.e., behavior that a reasonable person would believe intended to convey the statement that the soldier engages in, attempts to engage in, or has the propensity or intent to engage in homosexual acts.
- (5) *Procedures.*
 - (a) Informal fact-finding inquiries and administrative separation procedures are the preferred method of addressing homosexual conduct. This does not prevent disciplinary action or trial by courts-martial when appropriate.
 - (b) Commanders shall exercise sound discretion regarding when credible information exists. They shall examine the information and decide whether an inquiry is warranted or whether no action should be taken.
 - (c) Commanders or appointed inquiry officers shall not ask, and soldiers shall not be required to reveal whether a soldier is a heterosexual, homosexual, or bisexual. However, upon receipt of credible information of homosexual conduct, (as described in a(3)) commanders or appointed inquiry officials may ask soldiers if they engaged in such conduct. The soldier should first be advised of the DOD policy on homosexual conduct (and rights under Article 31(b), UCMJ, if applicable). Should the soldier choose not to discuss the matter further, the commander should consider other available information. Nothing in this provision precludes questioning a soldier about any information provided by the soldier in the course of the fact-finding inquiry or any related proceedings. Nor does it provide the soldier with any basis for challenging the validity of any proceeding or the use of any evidence, including a statement by the soldier in any proceeding.
 - (d) At any given point in the inquiry, the commander or appointed inquiry official must be able to clearly and specifically explain which grounds for separation he or she is attempting to verify and how the information being collected relates to those specific separation grounds.
 - (e) A statement by a soldier that he or she is a homosexual or bisexual creates a rebuttable presumption that the soldier engages in, attempts to engage in, has a propensity to engage in, or intends to engage in homosexual acts. The soldier shall be given the opportunity to present evidence demonstrating that he or she does not engage in, attempt to engage in, or has a propensity or intent to engage in homosexual acts.

(f) The soldier bears the burden of proving, by a preponderance of evidence, that he or she is not a person who engages in, attempts to engage in, has a propensity to engage in, or intends to engage in, homosexual acts.

(6) *Legal effect.* The procedures set forth in this paragraph create no substantive or procedural rights.

e. *Investigation policy.* Investigations or inquiries will not be initiated solely to determine whether a member is a heterosexual, homosexual, or bisexual. There must be credible information that a basis for disciplinary action or discharge exists. The information that constitutes the basis of the investigation must be deemed credible by the criminal investigation organization commander as well as the soldier's commander in most cases. AR 195-2, Criminal Investigating Activities, provides guidance on the investigation of sexual misconduct.

f. *Security.* Individuals will not be asked or required to reveal on personnel security questionnaires whether they are heterosexual, homosexual, or bisexual. An individual's sexual conduct, whether homosexual or heterosexual, is a legitimate security concern only if it could make an individual vulnerable to exploitation or coercion, or indicate a lack of trustworthiness, reliability or good judgment that is required of anyone with access to classified information. AR 380-67 provides additional guidance.

g. *Training.*

(1) All officers and enlisted personnel of the Active Army and Reserve Components will receive briefings upon entry and periodically thereafter with a detailed explanation of regulations governing sexual conduct by members of the Armed Forces. Briefings will include policies on homosexual conduct and applicable laws in accordance with section 654 of Title 10, United States Code and Article 137, Uniform Code of Military Justice (UCMJ).

(2) The Army uses the DoD Homosexual Conduct Policy Training Plan as a guide in training commanders and personnel involved in recruiting, accession processing, criminal investigations, and administrative separations. The training plan includes detailed hypotheticals that illustrate how military personnel should approach specific, concrete scenarios under the new DoD policy on homosexual conduct.

Student Handout 3

This Student Handout contains 2 pages of the HQDA Message on Dignity and Respect for all soldiers.

UNCLASSIFIED
ROUTINE
R 101700ZJAN00
FM HQDA WASHINGTON DC//DAPE-HR-L//
TO ALARACT
INFO HQDA WASHINGTON DC//DAPE-HR-L//

SUBJECT: HOMOSEXUAL CONDUCT POLICY

1. REFERENCE SECRETARY OF THE ARMY AND CHIEF OF STAFF, ARMY MESSAGE DATED 101800ZJAN00, SUBJECT: DIGNITY AND RESPECT FOR ALL.

2. THIS MESSAGE PROVIDES THE ARMY'S GUIDANCE ON THE IMPLEMENTATION OF THE AUGUST 12, 1999 OFFICE OF THE SECRETARY OF DEFENSE ADDITIONAL GUIDANCE ON THE HOMOSEXUAL CONDUCT POLICY IN THE ARMED FORCES.

3 .THE SECRETARY AND THE CHIEF OF STAFF AFFIRM THAT TREATING SOLDIERS WITH DIGNITY AND RESPECT IS A BEDROCK VALUE FOR THE ARMY. WE DECLARE THAT THERE IS NO ROOM FOR HARASSMENT OR THREATS TO ANY SOLDIER IN OUR ARMY FOR ANY REASON. THEREFORE, AS THE SENIOR LEADERS OF THE ARMY WE ARE DETERMINED TO CONTINUE TO IMPLEMENT THE DOD HOMOSEXUAL CONDUCT POLICY WITH EQUITY AND FAIRNESS TO ALL OF OUR SOLDIERS.

4. THE ESSENTIAL ELEMENTS OF THE DEPARTMENT OF DEFENSE POLICY REGARDING HOMOSEXUAL CONDUCT ARE BASED ON TITLE 10, UNITED STATES CODE, AND ARE UNCHANGED. HOWEVER, IN ORDER TO PROTECT FULLY THE RIGHTS OF ALL PERSONNEL, THE FOLLOWING ADDITIONAL GUIDANCE IS PROVIDED.

1A. ALL SOLDIERS WILL RECEIVE REFRESHER TRAINING ON HOMOSEXUAL CONDUCT POLICY WITHIN 90 DAYS OF THE DATE OF THIS MESSAGE. THE DEPUTY CHIEF OF STAFF FOR PERSONNEL WILL ESTABLISH A WORLD-WIDE-WEB PAGE WITH RESOURCE MATERIAL AND PUBLISH TRAINING MATERIALS TO BE USED IN TH I S TRAINING. THESE TRAINING MATERIALS ARE AVAILABLE AT THAT WEBSITE: WWW.ODCSPER.ARMY.MIL.

1B. TRADOC HAS BEEN DIRECTED TO INCORPORATE INSTITUTIONAL TRAINING ON HOMOSEXUAL CONDUCT POLICIES INTO ALL STAGES OF THE PROFESSIONAL MILITARY EDUCATION (PME) SYSTEM WITHIN 90 DAYS OF THE DATE OF THIS MESSAGE.

1C. THE ARMY INSPECTOR GENERAL HAS BEEN CHARGED TO SPECIFICALLY INSPECT HOMOSEXUAL CONDUCT POLICY TRAINING THROUGHOUT THE ARMY AND THE RESERVE COMPONENTS BEGINNING FEBRUARY 11, 2000.

1D. THE ARMY JUDGE ADVOCATE GENERAL HAS BEEN TASKED TO CREATE PROCEDURES FOR INSTALLATION-LEVEL STAFF JUDGE ADVOCATES TO USE WHEN CONSULTING WITH SENIOR LEGAL OFFICERS ON CASES INVOLVING HOMOSEXUAL CONDUCT.

1E .VERBAL ADMISSION OF HOMOSEXUALITY MAY BE GROUNDS FOR DISCHARGE. COMMANDERS MUST, HOWEVER, DETERMINE WHETHER ADMISSIONS ARE CREDIBLE. IN MOST CASES OF HOMOSEXUAL ADMISSION, NO INVESTIGATION IS REQUIRED. HOWEVER, IN INSTANCES WHERE THE COMMANDER FEELS THAT THE ADMISSION MAY NOT BE CREDIBLE, AN INQUIRY MAY BE APPROPRIATE AND WILL BE CONDUCTED PURSUANT TO AR 600-20. THE INITIATION OF ANY SUBSTANTIAL INVESTIGATION INTO WHETHER AN ADMISSION OF HOMOSEXUALITY WAS MADE FOR THE PURPOSE OF SEEKING SEPARATION FROM THE ARMY AND/OR WHETHER RECOUPMENT OF FINANCIAL BENEFITS IS WARRANTED MUST BE APPROVED AT THE ARMY SECRETARIAT LEVEL. A "SUBSTANTIAL INVESTIGATION" IS DEFINED AS ONE THAT EXTENDS BEYOND QUESTIONING THE MEMBER, INDIVIDUALS SUGGESTED BY THE MEMBER FOR INTERVIEW, AND THE MEMBER'S IMMEDIATE SUPERVISORY CHAIN OF COMMAND .THE SECRETARY HAS DESIGNATED THE ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS (ASA M&RA) AS THE APPROVAL AUTHORITY FOR INITIATION OF SUBSTANTIAL INVESTIGATIONS. REQUESTS FOR APPROVAL WILL BE FORWARDED THROUGH COMMAND CHANNELS TO THE ASA (M&RA). NO FURTHER ACTION WILL BE TAKEN, INCLUDING PROCESSING THE SOLDIER FOR DISCHARGE, UNTIL EITHER

PERMISSION FOR INITIATING THE INVESTIGATION IS DENIED OR PERMISSION IS GRANTED AND THE INVESTIGATION IS CONCLUDED. IF ALL APPLICABLE ARMY REGULATIONS WILL BE REVISED AS QUICKLY AS POSSIBLE TO REFLECT THIS GUIDANCE. THE DEPUTY CHIEFS OF STAFF FOR OPERATIONS AND PERSONNEL WILL WORK TO REVISE AR 350-1 AND MANDATE ANNUAL TRAINING ON THE HOMOSEXUAL CONDUCT POLICY.

5. FINALLY, IN OUR ARMY WE EXPECT THAT ALL SOLDIERS WILL BE TREATED WITH DIGNITY AND RESPECT AT ALL TIMES, AND WILL BE AFFORDED A SAFE AND SECURE ENVIRONMENT IN WHICH TO LIVE AND WORK. HARASSMENT OF SOLDIERS FOR ANY REASON, TO INCLUDE PERCEIVED SEXUAL ORIENTATION, WILL NOT BE TOLERATED. WE EXPECT COMMANDERS AT EVERY LEVEL TO TAKE APPROPRIATE ACTION TO PREVENT HARASSMENT OF OR THREATS AGAINST ANY MEMBER OF OUR ARMY. ONCE AGAIN WE ARE DETERMINED TO CONTINUE TO IMPLEMENT THE DOD HOMOSEXUAL CONDUCT POLICY WITH FAIRNESS TO ALL BECAUSE THAT IS THE RIGHT THING TO DO FOR OUR SOLDIERS.

UNCLASSIFIED

Student Handout 4

This Student Handout contains 2 pages of the “Don’t Ask, Don’t Tell”, give this handout to the students to keep for future reference.

In The Army...

Treating soldiers with dignity and respect is a bedrock value for the Army. There is no room for harassment or threats in the military. The Army is determined to implement the "Don't Ask, Don't Tell" Policy with fairness to all concerned. This policy must be clearly understood and fairly enforced.

What Did the Congress Say?

In 1993, Congress made a finding that engaging in; attempting to engage in, or soliciting another to engage in homosexual acts is grounds for discharge from the military. Congress said that military service by those who have demonstrated a propensity to engage in homosexual acts creates an unacceptable risk to morale, good order and discipline, and unit cohesion. Therefore, the long-standing element of military law that prohibits homosexual conduct continues to be necessary in the unique circumstances of military service.

It was the sense of Congress that applicants should not be asked about homosexuality as part of the processing of individuals entering into the Armed Forces in the absence of a determination by the Secretary of Defense that such questions are necessary. Applicants for military service are no longer asked about their sexual orientation.

Army policy is a balance of the legal prohibition of homosexual conduct with the privacy rights of Soldiers.

What Does the Law Say?

United States Code Title 10 addresses homosexuality in the armed services. The code recognizes that one of the most critical elements in

combat capability is unit cohesion. The code affirms that the armed forces must maintain personnel policies that exclude persons who would create an unacceptable risk to unit cohesion. Title 10 recognizes that military life is fundamentally different from civilian life and concludes that the presence of individuals in the armed forces who engage in homosexual acts creates an unacceptable risk to unit cohesion and standards of morale, good order and discipline.

What Does “Don’t Ask” mean?

According to Department of Defense and Army policy, a person’s sexual orientation is considered a personal and private matter that is not a bar to military service unless manifested by homosexual conduct. Upon entry into the Army, applicants may not be asked nor required to reveal their sexual orientation. Applicants will not be asked if they have engaged in homosexual conduct. While on Active Duty soldiers will not be asked about their sexual orientation unless there is credible evidence of homosexual conduct.

What does “Don’t Tell” mean?

“Don’t Tell” is the opposite side of the coin from “Don’t Ask”. It means simply that soldiers should not disclose or discuss their sexual orientation or conduct. If a soldier admits publicly to being a homosexual, the commander will start an informal inquiry or investigation to determine if credible evidence exists to warrant separation.

What Is Not Credible Evidence?

- Rumors that a soldier is homosexual
- Others opinions that a soldier is homosexual

- Going to a homosexual bar, reading homosexual publications, associating with known homosexuals or marching in homosexual rights rally in civilian clothes
- Reporting threats or accusations of being homosexual

What Is Credible Evidence?

- A statement by a reliable person that the soldier has engaged in a homosexual act, heard the soldier state that he or she was homosexual or that the soldier had married or attempted to marry a member of the same sex
- A statement by a reliable person that they had observed or discovered a soldier saying or putting in writing a statement acknowledging a homosexual act or the intent to engage in a homosexual act

What Is Considered Grounds for Investigation?

Commanders can only begin an investigation or fact-finding inquiry if credible evidence of possible homosexual conduct exists. This means that before an investigation begins, a commander must have a reasonable belief that a soldier has:

- engaged in a homosexual act;
- stated that he or she is a homosexual or otherwise indicate a propensity to engage in homosexual conduct; or
- married or attempted to marry a person of the same sex.
- In most cases, when a soldier freely admits to being a homosexual, investigations are not needed in order for a separation to occur.

How Do Investigations Proceed?

When the commander has credible evidence, he or she initiates an inquiry. Commanders are required to consult with legal advisors prior to initiating any investigation into alleged homosexual conduct.

What Can I do If I Am Threatened or Harassed?

A soldier who feels harassed or threatened for any reason should report the harassment or threat at once to his or her commander.

Under DoD and Army Policy, the fact that a person reports being threatened or harassed because he or she is said or is perceived to be a homosexual shall not, by itself, constitute credible information justifying the initiation of an investigation of the threatened or harassed soldier.

It is Army policy that soldiers can report threats, harassment or violence to the command, free of harm or reprisal. Commanders will take appropriate action to protect the safety of soldiers who report threats or harassment. Appropriate action should include prompt investigation of the threat or harassment itself.

Threats or harassment based on a soldier's perceived or alleged homosexuality does not, by themselves, constitute credible information justifying an inquiry about possible homosexual conduct by the harassed soldier.

Who Can I Talk With in Confidentiality?

A soldier can discuss any topic regarding sexual orientation with a Legal Assistance Attorney or Chaplain because they are generally not required to disclose the contents of a privileged communication or take any actions, of which the soldier does not approve.

Summary of Current Army Policy.

On 26 July 1999, the Secretary of the Army signed Army Regulation 600-20, entitled Army Command Policy. Chapter 4-19 defines the Army's homosexual conduct policy. The policy implements section 654 of Title 10, United States Code and states that suitability to serve in the Army is based on conduct and the ability to meet required standards of duty performance and discipline. Homosexual conduct is defined as an act or a statement by a soldier that demonstrates a propensity or intent to engage in homosexual acts, the solicitation of another to engage in a homosexual act or acts, or a homosexual marriage or attempted marriage.

The challenge to all soldiers is to comply with the law that prohibits homosexual conduct while at the same time respecting the privacy and dignity of every soldier.

"Don't Ask"

"Don't Tell"

Questions and Answers

The U.S. Army's Homosexual Conduct Policy



Student Handout 5

This Student Handout contains 2 pages of the slides, three on a page, for students to use as note taking material.



DOD HOMOSEXUAL POLICY



- **Focuses on homosexual conduct, not sexual orientation.**
- **Soldiers will be separated for:**
 - **Statement (e.g. "I am gay").**
 - **Acts**
 - **Marriage**

L434/OCT03/VGT-1

Advanced Noncommissioned Officer Course



INVESTIGATING HOMOSEXUAL CONDUCT



- **Only commanders initiate inquires.**
- **Must base inquires on credible information.**
- **Credible Evidence: Any information, considering its source and surrounding circumstances, that supports a reasonable belief that there is a basis for discharge.**

L434/OCT03/VGT-2

Advanced Noncommissioned Officer Course



INVESTIGATING HOMOSEXUAL CONDUCT, (cont)



- **Evidence is NOT credible:**
 - **Mere suspicion/rumors**
 - **Reading homosexual Pubs/going to "gay bars".**
- **Statement ("I am gay") is usually enough for separation; further investigation is limited.**

L434/OCT03/VGT-3

Advanced Noncommissioned Officer Course
