

**H.R. 4435 – NDAA for 2015 - p. 123**

**SEC. 527. REMOVAL OF ARTIFICIAL BARRIERS TO THE SERVICE OF WOMEN IN THE ARMED FORCES.**

**(a) VALIDATION AND OVERSIGHT OF GENDER-NEUTRAL OCCUPATIONAL STANDARDS.—**

(1) **VALIDATION; PURPOSE.**—The Secretary of Defense shall direct the Secretary of each military department to validate the gender-neutral occupational standards used by the Armed Forces under the jurisdiction of that Secretary for the purpose of ensuring that the standards—

(A) are consistent with section 543 of the National Defense Authorization Act for Fiscal Year 1994 (Public Law 103–160; 10 U.S.C.113 note), as amended by section 523 of the National Defense Authorization Act for Fiscal Year 2014 (Public Law 113–66; 127 Stat.

756), which requires gender-neutral occupational standards, requiring performance outcome-based standards for the successful accomplishment of the necessary and required specific tasks associated with the qualifications and duties performed;

(B) accurately predict performance of actual, regular, and recurring duties of a military occupation; and

(C) are applied equitably to measure individual capabilities.

(2) **ROLE OF INDEPENDENT RESEARCH ENTITY.**—To comply with paragraph (1), the Secretaries of the military departments shall work with an independent research entity identified by the Secretaries.

(b) **INFANTRY TRAINING COURSES.**—Not later than 60 days after the date of the enactment of this Act, the Secretary of the Navy shall provide the Committees on Armed Services of the Senate and the House of Representatives with a briefing on the Marine Corps research involving female members of the Marine Corps who volunteer for the Infantry Officers Course (IOC), the enlisted infantry training course (ITB), and the Ground Combat Element Experimental Task-Force (GCEXTF) for the purpose of—

(1) determining what metrics the Marine Corps used to develop the research requirements and elements for the Marine Corps Expanded Entry-Level Training Research;

(2) indicating what is being evaluated during these research studies, along with how long both research studies will last; and

(3) identifying how data gathered during the research studies will be used to open infantry and other closed occupations.

(c) FEMALE PERSONAL PROTECTION GEAR.—The Secretary of Defense shall direct each Secretary of a military department to take immediate steps to ensure that properly designed and fitted combat equipment is available and distributed to female members of the Armed Forces under the jurisdiction of that Secretary.

(d) REVIEW OF OUTREACH AND RECRUITMENT EFFORTS FOCUSED ON OFFICERS.—

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

(2) ELEMENTS OF REVIEW.—In conducting the review under this subsection, the Comptroller General shall—

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

(B) identify new recruiting efforts to increase accessions of women into the officer corps specifically at the military service academies, Officer Candidate Schools, Officer Training Schools, the Academy of Military Science, and Reserve Officer Training Corps; and

(C) identify efforts, resources, and funding required to increase military service academy accessions by women by an additional 20 percent.

(3) SUBMISSION OF RESULTS.—Not later than April 1, 2015, the Comptroller General shall submit to Congress a report containing the results of the review under this subsection.

**SEC. 584. STUDY ON GENDER INTEGRATION IN DEFENSE  
OPERATION PLANNING AND EXECUTION. – p. 186**

(a) **STUDY REQUIRED.**—Not later than 30 days after the date of the enactment of this Act, the Chairman of the Joint Chiefs of Staff shall conduct a study concerning the integration of gender into the planning and execution of foreign operations of the Armed Forces at all levels.

(b) **ELEMENTS OF STUDY.**—In conducting the study under subsection (a), the Chairman of the Joint Chiefs of Staff shall—

(1) identify those elements of defense doctrine, if any, that should be revised to address attention to women and gender;

(2) evaluate the need for a gender advisor training program, including the length of training, proposed curriculum, and location of training;

(3) determine how to best equip military leadership to integrate attention to women and gender across all lines of effort;

(4) determine the extent to which personnel qualified to advise on women and gender are available within the Department of Defense, including development of a billet description for gender advisors; and

(5) evaluate where to assign gender advisors within operational commands from the strategic to tactical levels, with particular attention paid to assigning advisors to combatant commanders and service chiefs.

(c) **SUBMISSION OF RESULTS.**—Not later than 270 days after the date of the enactment of this Act, the Chairman of the Joint Chiefs of Staff shall submit to the congressional defense committees a report containing the results of the study conducted under subsection (a). The report shall be submitted in unclassified form, but may include a classified annex.