



I've CC'd my branch leadership and our front office for SA of my concerns for our Force.

I'm on TDY and then leave through 5 JUN but will have access to email and my cell phone.

**B6**

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2 JUN 2023

**Subject:** Religious Liberty Concerns Regarding OPM Guidance on Gender Identity

**Introduction:** The OPM (Office of Personnel Management) has issued guidance on gender identity, raising concerns about religious liberty. This paper highlights the key issues related to the guidance and its potential impact on religious service members.

**1. Misalignment with DOD Policy:**

The OPM guidance contradicts the current DOD policy regarding DEERS (Defense Enrollment Eligibility Reporting System). This misalignment suggests a need for a change in existing policy.

**2. Name and Pronoun Usage:**

The guidance requires addressing individuals by the names and pronouns they choose for themselves, without requiring legal or medical documentation. This open-ended approach raises concerns about the disregard for objective reality and the potential for misuse.

**3. Restroom and Facility Access:**

The guidance mandates access to restrooms and facilities corresponding to an individual's gender identity, without requiring any medical procedures. This poses a religious liberty issue, particularly for Christian chaplains who object to undressing and showering in the presence of individuals of the opposite biological sex.

**4. Alternative Pronouns and Dishonesty:**

Some endorsers/denominations and traditions may oppose using alternative pronouns that do not align with biological reality. This raises questions about the potential moral conflict between adhering to one's faith and the perceived dishonesty associated with alternative pronoun usage.

**5. Infringement on Religious Freedom:**

The issue of using pronouns conflicting with one's conscience and faith becomes a matter of religious freedom for certain chaplains. While some may see it as an infringement on their beliefs, others may not share the same concerns.

**6. Concerns for All Service Members:**

The guidance appears to prioritize the needs of a specific group of service members, potentially disregarding the concerns and rights of others. Balancing the needs of all service members is important, and additional concerns may arise as the guidance is further analyzed.

**7. Compelled Speech:**

For religious service members, the requirement to use pronouns that contradict their religious beliefs imposes a burden on their conscience. It can lead to mental and spiritual anguish, forcing them to choose between compromising their faith or facing potential exclusion.

**8. Lack of Religious Accommodation:**

The guidance fails to provide room for religious accommodation, limiting religious service members' ability to live consistently with their beliefs. This disregards the importance of religious freedom in the military.

**9. Intellectual and Speech Enforcement Dangers:**

Enforcing speech patterns and silencing diverse viewpoints on a contentious topic presents intellectual dangers. The policy's approach may be seen as reminiscent of Communist-style speech enforcement.

**10. Physical and Mental Safety Concerns:**

Allowing biological males into female restrooms poses potential risks to physical safety and may create discomfort and distress for individuals with modesty concerns. Child safety may also be compromised in shared bathrooms, raising further concerns.

**11. Impact on Chapel Services, Childcare, and Pronouns:**

Religious beliefs, modesty, and teachings about gender may conflict with policies on chapel services, childcare, and pronoun usage. This raises questions about the implications for religious practices and the hiring of childcare workers.

**Conclusion:**

The OPM guidance on gender identity raises significant religious liberty concerns for service members. It places a burden on individuals who object to using pronouns that conflict with their faith and conscience. Furthermore, the lack of religious accommodation, diversity of viewpoint, and consideration for safety and modesty concerns call into question the balance between accommodating one group's needs and respecting the religious freedoms of all service members. It is crucial to find workable solutions that accommodate the needs of all service members while upholding religious liberty and respecting diverse beliefs.

The POC for this document is the USASOC

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**Subject:** RE: INFORM: Religious Liberty Concerns Regarding OPM Guidance on Gender  
Identity

**Attachment:** smime.p7s

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Thanks for the roll up. I'm coordinating with OTJAG and will be back with you.

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