

JOINT MESSAGEFORM

UNCLASSIFIED

PRIORITY	DRAFTER OR RELEASED TIME	PRECEDENCE		INFO	CLASS	CIC	FOR MESSAGE CENTER COMMUNICATIONS CENTER ONLY			
		ACT	INFO				DAY	MONTH	YR	
0104		RR	RR		UUUU		0644	071116Z	AUG	72

BOOK: ZEQ ZOC
MESSAGE HANDLING INSTRUCTIONS

FROM: CNO {Z-116}
TO: NAVOP

09BH

UNCLAS //NO5350//

EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN IN THE NAVY

1. THERE HAS BEEN MUCH DISCUSSION AND DEBATE WITH RESPECT TO EQUAL OPPORTUNITY FOR WOMEN IN OUR COUNTRY OVER THE PAST FEW YEARS. MY POSITION WITH RESPECT TO WOMEN IN THE NAVY IS THAT THEY HAVE HISTORICALLY PLAYED A SIGNIFICANT ROLE IN THE ACCOMPLISHMENT OF OUR NAVAL MISSION. HOWEVER, I BELIEVE WE CAN DO FAR MORE THAN WE HAVE IN THE PAST IN ACCORDING WOMEN EQUAL OPPORTUNITY TO CONTRIBUTE THEIR EXTENSIVE TALENTS AND TO ACHIEVE FULL PROFESSIONAL STATUS. MOREOVER, THE IMMINENCE OF AN ALL VOLUNTEER FORCE HAS HEIGHTENED THE IMPORTANCE OF WOMEN AS A VITAL PERSONNEL RESOURCE. I FORESEE THAT IN THE NEAR FUTURE WE MAY VERY WELL HAVE AUTHORITY TO UTILIZE OFFICER AND ENLISTED WOMEN ON BOARD SHIPS. IN VIEW OF THIS POSSIBILITY WE MUST BE IN A POSITION TO UTILIZE WOMEN'S TALENTS TO HELP US ACHIEVE THE SIZE NAVY WE NEED UNDER AN ALL VOLUNTEER FORCE ENVIRONMENT AND STILL MAINTAIN THE SEA SHORE ROTATION GOALS FOR ALL NAVAL PERSONNEL TOWARDS WHICH WE HAVE BEEN WORKING. TO THIS END

DISTR: DRAFTER: OP-00
DIST: STANDARD NAVOP DIST

THIS MESSAGE MEETS NAVY CRITERIA FOR ELECTRICAL TRANSMISSION AS A GENERAL MESSAGE

DRAFTER TYPED NAME TITLE OFFICE SYMBOL AND PHONE	SPECIAL INSTRUCTIONS
TYPED NAME TITLE OFFICE SYMBOL AND PHONE	PERS-B2 * OP-09 * PERS-B * OP-00M * PERS-A * OP-00F * PERS-P * OP-01 * OP-03 * SECURITY CLASSIFICATION
E. R. ZUMWALT, JR., ADM, USN, OP-00	*CHOPPED ON PREVIOUS DRAFT
SIGNATURE	UNCLASSIFIED 071116Z AUG 72

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SECURITY CLASSIFICATION

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MESSAGE HANDLING INSTRUCTIONS

THE SECRETARY OF THE NAVY AND I HAVE ESTABLISHED A TASK FORCE TO LOOK AT ALL LAWS, REGULATIONS AND POLICIES THAT MUST BE CHANGED IN ORDER TO ELIMINATE ANY DISADVANTAGES TO WOMEN RESULTING FROM EITHER LEGAL OR ATTITUDINAL RESTRICTIONS.

2. AS ANOTHER STEP TOWARD ENSURING THAT WOMEN IN THE NAVY WILL HAVE EQUAL OPPORTUNITY TO CONTRIBUTE THEIR TALENTS AND BACKGROUND TO ACCOMPLISHMENT OF OUR MISSIONS, WE ARE TAKING THE FOLLOWING ACTIONS:

A. IN ADDITION TO THE ENLISTED RATINGS THAT HAVE RECENTLY BEEN OPENED, AUTHORIZE LIMITED ENTRY OF ENLISTED WOMEN INTO ALL RATINGS.

B. THE ULTIMATE GOAL, ASSIGNMENT OF WOMEN TO SHIPS AT SEA, WILL BE TIMED TO COINCIDE WITH FULL IMPLEMENTATION OF PENDING LEGISLATION. AS AN IMMEDIATE STEP, A LIMITED NUMER OF OFFICER AND ENLISTED WOMEN ARE BEING ASSIGNED TO THE SHIP'S COMPANY OF USS SANCTUARY AS A PILOT PROGRAM. THIS PROGRAM WILL PROVIDE VALUABLE PLANNING INFORMATION REGARDING THE PROSPECTIVE INCREASED UTILIZATION OF WOMEN AT SEA.

C. PENDING FORMAL CHANGES TO NAVY REGULATIONS, SUSPEND RESTRICTIONS REGARDING WOMEN SUCCEEDING TO COMMAND ASHORE AND ASSIGN THEM ACCORDINGLY.

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SPECIAL INSTRUCTIONS

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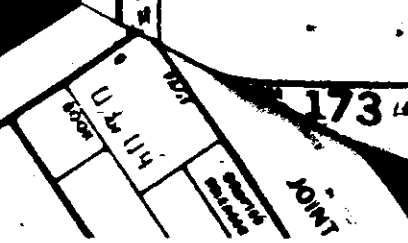
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	MESSAGE TIME	ACT	INFO						

BOOK MESSAGE HANDLING INSTRUCTIONS

- D. ACCEPT APPLICATIONS FROM WOMEN OFFICERS FOR THE CHAPLAIN AND CIVIL ENGINEER CORPS, THEREBY OPENING ALL STAFF CORPS TO WOMEN.
- E. EXPAND ASSIGNMENT OF TECHNICALLY QUALIFIED UNRESTRICTED LINE WOMEN TO RESTRICTED LINE BILLETS AND, AT THE TIME OF LEGISLATIVE AUTHORIZATION, PERMIT THEM TO REQUEST DESIGNATOR CHANGES.
- F. OFFER VARIOUS PATHS OF PROGRESSION TO FLAG RANK WITHIN THE TECHNICAL, MANAGERIAL SPECTRUM IN ESSENTIALLY THE SAME MANNER AS WE ARE CONTEMPLATING FOR MALE OFFICERS.
- G. ASSIGN THE DETAILING OF UNRESTRICTED WOMEN OFFICERS TO THEIR COGNIZANT GRADE DETAILERS.
- H. INCREASE OPPORTUNITY FOR WOMEN'S PROFESSIONAL GROWTH BY:
 - {1} ELIMINATING THE PATTERN OF ASSIGNING WOMEN EXCLUSIVELY TO CERTAIN BILLETS, AND
 - {2} ASSIGNING QUALIFIED WOMEN TO THE FULL SPECTRUM OF CHALLENGING BILLETS, INCLUDING THOSE OF BRIEFERS, AIDES, DETAILERS, PLACEMENT/RATING CONTROL OFFICERS, ATTACHES, SERVICE COLLEGE FACULTY MEMBERS, EXECUTIVE ASSISTANTS, SPECIAL ASSISTANTS TO CNO, MAAGS/ MISSIONS, SENIOR ENLISTED ADVISORS, PEP, ETC.
- I. EQUALIZE SELECTION CRITERIA FOR NAVAL TRAINING BY:

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BOOK MESSAGE HANDLING INSTRUCTIONS

{1} OPENING MIDSHIPMEN PROGRAMS TO WOMEN AT ALL NROTC CAMPUSES EFFECTIVE IN FY-74, AND

{2} CONSIDERING WOMEN FOR SELECTION TO JOINT COLLEGES (NATIONAL WAR COLLEGE/INDUSTRIAL COLLEGE OF THE ARMED FORCES).

3. FINALLY, I ENJOIN ALL COMMANDING OFFICERS AND OTHER IN POSITIONS OF AUTHORITY TO ACTIVELY REFLECT THE SPIRIT AND INTENT OF THIS MESSAGE IN THEIR OWN COMMAND REGULATIONS, POLICIES AND ACTIONS. SPECIFICALLY, I EXPECT EACH COMMANDING OFFICER TO:

A. INITIATE SIMILAR EQUALIZATION ACTIONS IN MATTERS WITHIN THEIR PURVIEW TO ENSURE THAT WOMEN ARE ACCORDED FULL TRUST AND RESPONSIBILITY TO FUNCTION IN THEIR ASSIGNED POSITION OR SPECIALTY.

B. BE GUIDED BY STANDARDS OF DUTY, PERFORMANCE AND DISCIPLINE WHICH ARE TRULY EQUITABLE FOR BOTH WOMEN AND MEN.

4. IN SUMMARY, WE ALL MUST ACTIVELY WORK TOGETHER IN ORDER THAT WE MAY MORE EQUITABLY INCLUDE WOMEN IN OUR ONE-NAVY CONCEPT. E. R. ZUMWALT, JR., ADMIRAL, U. S. NAVY, CHIEF OF NAVAL OPERATIONS.

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