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OSD MILITARY WORKING GROUP

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U.S. House of Representatives

COMMITTEE ON ARMED SERVICES

Washington, DC 20515

May 3, 1993

MEMORANDUM

TO: Chairman Dellums and Members of the Committee on Armed Services

VIA: Marilyn Elrod

FROM: Mike Higgins/Charlie Tompkins

SUBJECT: May 4 Hearing--Policy Implications of lifting the Ban on Homosexuals in the Military

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INTRODUCTION

This is the first hearing of a two-part series to examine the policy implications of lifting the ban on homosexuals in the military. The second hearing will be conducted on Wednesday, May 5.

OBJECTIVE

- Give all perspectives a fair hearing in a balanced forum.
- Give structure and focus to the debate.
- Explore issues that contribute to a better understanding of the implications of lifting the ban.

BACKGROUND

Gay and lesbian advocate groups have focused on the lifting of the ban on homosexuals in the military as an important step toward gaining acceptance in society as a whole. These groups seized on the success of the Persian Gulf War to make the case that the gay presence in the military, which some believe to be as great as 10 percent, did not detract from combat readiness and is an issue worthy of public attention.

After the war when a gay magazine "outed" a senior civilian DOD official with access to classified material, then-Defense Secretary Dick Cheney fueled the debate when he conceded that the security risk aspect of this "inherited policy" was a "bit of an old chestnut."

National interest again focused on the issue in May 1992 when Tracy Thorn and Keith Meinhold, a young Navy lieutenant aviator and a Navy petty officer, respectively, announced their homosexuality before a nationally televised audience. In June, the press recounted a General Accounting Office report citing replacement cost figures that amount to over $28 million annually for the Department of Defense to remove known homosexuals from the armed forces.

However, it was Presidential candidates Bill Clinton and Ross Perot, who gave the issue national stature when they announced their intent to lift the ban, if elected. In expressing his intent to lift the ban, then-candidate Clinton commented:

> "I don't think it is right. People should have a right to serve their country. And if denied the right...it should be on the basis of behavior, not status."

After the election, then President-elect Clinton confirmed his intention to eliminate prejudice when he commented:

> "We've got a study that says a lot of gays perform with great distinction in the military. I don't think status alone in the absence of some destructive behavior should disqualify people. How to do it, the mechanics of doing it, I want to consult with military leaders about that. There'll be time to do that. My position is we need everybody in America that's got a contribution to make."

After the inauguration, Secretary of Defense Aspin determined that a six-month delay in formal action was needed to allow sufficient time to develop a workable plan. By this time the chiefs of the services and Chairman of the Joint Chiefs, General Powell, were already on record as opposed to lifting the ban. (See tab 1)

In Congress, the focus fell on Senator Nunn who, despite personal opposition to lifting the ban, was in a position to hold off proposals to legislate a permanent ban and win approval for the six-month delay needed by the President. (See tab 2)

The issue dominated national attention the last two weeks of January as the press widely published accounts from both extremes of the debate. National polling showed an America committed to ending discrimination, but uncertain about the details of lifting the military ban. However, polls of active duty service men and women show an overwhelming (75%) opposition to gays in the military. (See tab 3)

By late January, Senator Nunn and the President had forged a

compromise. Recruits would no longer be asked if they were gay during the six-month delay, but the moratorium on separation of gays that the President had hoped for was not included. Separation of gays would continue, but those cases involving homosexual status only would be placed in inactive ready reserve status until a final policy is formulated. The Secretary of Defense was tasked to review the policy and develop a plan to be delivered to the President by July 15. (See tab 4)

On February 4, a proposal to legislate a permanent ban was defeated in the Senate with the support of Senator Nunn. A uniformed officer, Lieutenant General Alexander, has been appointed to head the DOD study team, which was formed in early April. The Department of Defense has also contracted with Rand Corporation to produce an independent study.

EXISTING DOD POLICY

The department's guidance on homosexuality is contained in Directives 1332.14, "Enlisted Administrative Separations," and 1332.30, "Separation of Regular Commissioned Officers for Cause." The current policy evolved from the position adopted in 1941 during the mobilization for World War II. That policy was grounded on the prevailing views that homosexual acts were criminal behavior, and homosexuality was a mental disorder. Department directives were revised in the 1980s to standardize the service policies and clarify that separation was required for homosexual acts, admissions, and marriages. The policy states that:

> "Homosexuality is incompatible with military service. The presence in the military environment of persons who engage in homosexual conduct or who, by their statements, demonstrate a propensity to engage in homosexual conduct, seriously impairs the accomplishment of the military mission. The presence of such members adversely affects the ability of the military services to maintain discipline, good order, and morale; to foster mutual trust and confidence among service member; to ensure the integrity of the system of rank and command; to facilitate assignment and world wide deployment of service members who frequently must live and work under close conditions affording minimal privacy; to recruit and retain members of the military services; to maintain public acceptability of the military service; and to prevent breaches of security."

WITNESSES

Panel One: Supportive of Lifting the Ban

Colonel Lucian K. Truscott III, Retired Army

Colonel Karl Cropsey, Army, Retired

Ms. Tanya Domi, Former Captain U.S. Army, National Gay and Lesbian Task Force

Reverend Dr. Paul H. Sherry, President, United Church of Christ

Panel Two: Opposed to Lifting the Ban

Master Chief Petty Officer Chuck Jackson, USN, Retired, Non-Commissioned Officers Association (NCOA)

Colonel John Ripley, USMC, Retired, The Retired Officers Association (TROA)

Chaplain (Brigadier General) James M. Hutchens, ARNG, Retired, Director, Chaplain's Commission, National Association of Evangelicals

Brigadier General William Weise, USMC, Retired,

KEY ISSUES AND QUESTIONS

Military as Engine of Social Change

Questions:

(1) For Both Panels--Based on its track record with racial integration and the integration of women, the military appears to have unique strengths and capacity for effecting social change. Could each member of the panel comment on whether the military should be called to work this problem for America?

(2) For Both Panels--Would any of the panel members care to comment on whether they believe attitudes can be changed and what role, if any, should awareness and sensitivity training play in any proposal for lifting the ban?

Privacy

Questions:

(1) For Panel One--Heterosexual concerns about privacy need to be addressed. Would each of you comment on how you believe the privacy issue can be addressed?

(2) For Panel Two--Can you explain what is at the heart of the privacy issue. What exactly do you expect gay men and lesbians will do and how will it be different from what they do today?

Unit Cohesion

Questions:

(1) For Panel One--Given recent evidence that current members of the military are overwhelmingly opposed to lifting the ban, it would seem that unit cohesion will be a problem if the ban is lifted. How would you propose the military should deal with this problem?

(2) For Panel Two--There are many open gays who contribute to the success of organizations in this country. Is there something different about cohesion in the military that suggests that gays will not fit in and be part of the team?

(3) For Both Panels--Many of the editorials in recent months about the gay ban contend that much of the concern about gays and cohesion mirrors the rationale used to exclude minorities and women from full participation in the military. Would any of the panel members care to comment on this issue?

(4) For Both Panels--There have been examples of gay men and lesbians who have enjoyed very successful military careers. This would appear to suggest that gays and lesbians can and do fit in. Would any of the panel members care to comment?

Religious Rights vs. Discrimination

Questions:

(1) For Both Panels (Rev. Sherry and Chap. Hutchens)--It is recognized that the bible is often interpreted differently by different people. Can you give your perspective of the bible on this issue?

(2) For Both Panels--One question that appears to be prominent in the rationale of both sides of the issue is the question of the right to serve. Would any of the panel members care to comment?

(3) For Both Panels--One issue of concern to both sides of this issue is the question of whether homosexuality is an individual choice. Is homosexual orientation a matter of choice?

Health

Question:

(1) For Both Panels--The Assistant Secretary of Defense for Health Affairs was widely reported to have declared that the decision to retain or lift the ban on homosexuals should not be based on medical issues as there is no link between sexual orientation and health risk. Would any of the panel members care

to comment on this issue?

(2) For Both Panels--Do you believe that, if the ban is lifted, that there will be an increase in the number of homosexuals who will want to join the military?

Status vs. Conduct

Questions:

(1) For Both Panels--There is concern that gays will conduct themselves inappropriately once allowed to serve openly in the military. Would any of the panel members care to comment on whether they believe this to be true or not, and why?

(2) For Both Panels--The military has always had the ability to instill discipline and attract people willing to adhere to a strict code of conduct. Would any panel members care to comment on how these strengths should or should not influence the decision to lift the ban?

(3) For Both Panels--Would any of the panel members care to comment on whether they believe gays and lesbians share the same values with heterosexuals that motivate a person to join the military, such as patriotism and call to service?

(4) For Both Panels--Some would contend that homosexuals are predatory and generally seek to convert uncertain youth. Would any of the panel members care to comment?

HOMOSEXUALS IN THE MILITARY
GENERAL POWELL'S PERSPECTIVE

An examination of the views of the Chairman of the Joint Chiefs of Staff, General Colin Powell, gets to the heart of the Department of Defense perspective on the debate.

General Powell narrowed the focus of the debate to the heterosexual privacy issue with the following comments during testimony before the House Budget Committee:

> "It's difficult in a military setting where there is no privacy, where you don't get a choice of association, where you don't get a choice of where you live, to introduce a group of individuals--proud, brave, loyal, good Americans, but who favor a homosexual lifestyle--and put them in with heterosexuals who would prefer not to have somebody of the same sex find them sexually attractive, put them in close proximity, ask them to share the most private facilities together, the bedroom, the barracks, latrines, the showers."
>
> "I think it would be prejudicial to good order and discipline to try to integrate that into the current military structure."

In short, this is the intuitive "military judgement" argument on which the Department now bases the policy excluding homosexuals.

In April 1992, Mrs. Schroeder challenged General Powell's apprehension and privacy reasoning as little more than the same unsupported rationale used to defend racial segregation in the military at the beginning of World War II. General Powell offered the following comments in rebuttal:

> "Skin color is a benign, non-behavioral characteristic. Sexual orientation is perhaps the most profound of human behavioral characteristics. Comparison of the two is a convenient but invalid argument. As Chairman of the Joint Chiefs of Staff, as well as an African-American fully conversant with history, I believe the policy we have adopted is consistent with the necessary standards of order and discipline required in the armed forces."

After the election in mid-November 1992, General Powell's comments reflected a desire to work with the new President-elect:

> "In the final analysis, it's a judgement that will have to be made, and appropriately so in our system, by our civilian leaders--the President of the United States, Congress, and the armed forces of the United States

will do what we are told to do."

In December 1992, General Powell observed:

"I have never been of the view that this would break the armed forces of the United States if we went in this direction. I am also not of the view that some newspapers are, that there will be mass resignations."

"It is not just the views of a bunch of old generals and admirals who won't get with it or who have failed to read the lessons of the past in the black experience in the military. I frankly get a little testy about that. I am well familiar with the black experience in the military. I need no lectures. And I have read the history quite thoroughly. I think it is different.

But the considered judgement would be....at the end of the day, we will handle this the American way. We will take our instructions from the President and the Congress. And once we receive those instructions we will execute them."

During this period, all the Joint Chiefs reaffirmed their commitment to executing the instructions of the President, while at the same time making clear that they opposed lifting the ban. They subsequently had opportunities to make their case to the Secretary of Defense and the President on January 22 and 25, respectively.

HOMOSEXUALS IN THE MILITARY
SENATOR NUNN'S PERSPECTIVE

June 21, 1992, Meet the Press:

"I am concerned about privacy and I'm concerned about people in the miliary who expect some degree of privacy."

"I support Colin Powell's statement that he made before the committee, which was, in essence, that we ought to keep the policy as it is, but I think we ought to also recognize there are a lot of dedicated people who are gay in the military and many of them are doing a commendable job. But when the situation arises, when it comes up, other people have rights, too. Those who are not gay have rights, and we most of all have to put first and foremost the morale and cohesion of the military. This is not like an ordinary job."

November 15, 1992, Face the Nation:

"The military is not like any other occupation. It's not like civilians. You don't go home at night. You live in the barracks many times, you're out in the field many times, and there are an awful lot of complications here."

"I would like to hear a lot more evidence."

"I think it ought to be studies as much as necessary to make sure that when he does implement it....the military's fully prepared for it, and you don't have....violence against homosexuals."

"If you did it overnight, I'd fear for the lives of people in the military....I think there could be some very emotional feelings."

"What we do not want to do is overload the system. We are undergoing a lot of cuts now. We are struggling with the whole question of women in combat and how far to go in that direction. We are trying to do everything we can to cut out sexual harassment, which is a problem."

January 25, 1993, Press Conference:

"My own view is that I don't have any count on how people stand in the Senate. I don't know whether there are 30 votes to uphold the existing policy, or 60 votes or--I'm not sure."

"I support the current policy, and I've said that on a number of occasions. I do believe we ought to have hearings."

"And I think the Congress is going to have to address this policy."

"I think something's fundamentally flawed when the people--the men and women in the miliary--have an issue that is as vital to them that affects them, and they never have been heard from. And I believe they ought to be heard from. And I can assure the men and women in the military that they will be heard from, whatever their views."

When asked about the President's political strategy for lifting the ban as presented by the Secretary of Defense in a leaked memo, Senator Nunn said, "Well I'll just say that if there's a strategy there, that it hasn't been explained to me."

January 29, 1993, News Conference:

"If there is one thing I've learned on military matters in my 20 years of serving in the United States Senate and working with the military virtually every day, it is that our armed forces function well if we respect and support their basic requirements for cohesion and effectiveness."

"Resolving this conflict between individual rights and the basic needs of our military is always difficult, but our nation has had an effective military because we have achieved an acceptable balance over the years. The balance must be maintained."

March 21, 1993, Meet the Press

"There have been many people who are gay and, I'm sure, lesbian, who have served with great distinction and probably continue to but the difference is they haven't done so openly, and when they do so openly, that puts an entirely different framework and it gives a great deal of discomfort to an awful lot of people who are heterosexual. And that level of discomfort has a great deal to do with unit cohesion, and unit cohesion has a great deal to do with whether we can fight effectively, which is the bottom line."

"I think this problem could go away if everyone would keep their private behavior to themselves. But that's not what some groups want to do; they want to be able to declare their sexual orientation--and that's where the problem comes in with an awful lot of other people."

HOMOSEXUALS IN THE MILITARY
PUBLIC OPINION TRENDS

Since 1977, polls have reflected a consistently increasing acceptance of homosexuals among Americans. This trend peaked in April 1991 with a poll conducted by Penn & Schoen Associates for the Human Rights Campaign Fund on Public Attitudes Toward Homosexuals.

The poll set high water marks on two questions: (1) 80 percent of the respondents thought that homosexuals should have equal rights to jobs; and (2) 65 percent of the respondents thought that homosexuals should be admitted to the armed forces. Since 1977 Gallup polls have shown a steady increase in tolerance of homosexual rights in the job market and the armed forces. For example, in 1977 only 56 percent of Americans agreed to equal rights for jobs, and only 51 percent advocated homosexuals in the armed forces (Two charts showing the historical trends are attached).

Perhaps even more telling was the 81 percent of respondents to the Penn & Schoen poll who believe that homosexuals doing a good job in the military should not be separated because of their sexual orientation.

It appeared as understanding of homosexual issues and awareness of homosexual contributions to society had grown throughout the 1980s, that society had grown more accepting of homosexual rights. This conclusion seemed to predict the inclusion of homosexuals in the military, if not now, at some future date. It would also seemed to erode a primary argument against gays in the military that suggests severe damage to recruiting will result from the inevitable loss of public confidence when the ban on homosexuals is lifted.

In November 1992, in the final days of the election, support to allow gays to serve in the military remained strong 57% (USA Today poll). However, just 10 days later on November 22, a week after the President had reaffirmed his intent to lift the ban, a Newsweek poll showed 61% of the respondents recommending that the President delay lifting the ban, and only 48% supporting the proposal for gays to serve in the military. This was the first time since 1977 that support for gays in the military had dropped below 50%.

This appeared to highlight a dichotomy in American thinking. Most Americans are opposed to discrimination in principle, but when confronted with the reality of change, old concerns about homosexuality caused many Americans to respond caution.

In December 1992 and January 1993 the national press was focused on the issue and the polls recorded some of the more subtle the views of an American public:

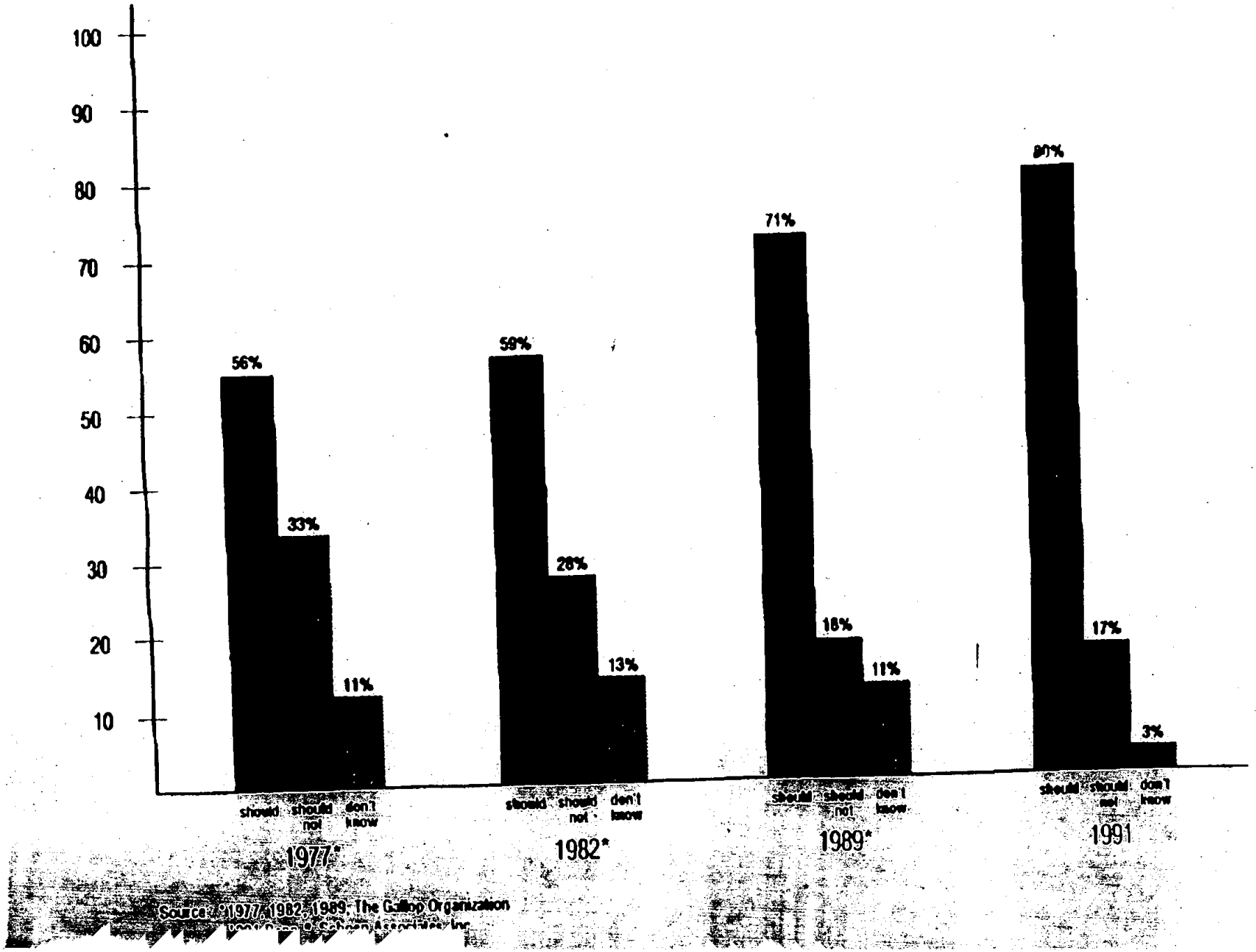
> December 18, Associated Press--44% favor gays in the miltiary; 45% oppose gays in the military; 55% of those who know a gay person favor gays in the military; and 76% favor equal rights in job opportunites for gays.
>
> January 24, Newsweek--72% favor gays in the military, if they stay in the closet; 53% favor no change in the policy.
>
> January 27, New York Times/CBS--69% of those who know a gay favor lifting the ban; 48% oppose lifting the ban.
>
> January 27, Gallup/Newsweek--53% oppose gays in the military.
>
> January 27, Los Angeles Times--47% disapprove of gays in the miltitary; and 45% approve of gays in the military.

In February, two polls of attitudes among active duty military were announced:

> Northwestern Sociologists--78% of the men oppose lifting the ban; and 47% of the women oppose lifting the ban.
>
> Los Angeles Times--74% oppose lifting the ban; and 81% said gays would be subject to violence if allowed to serve.

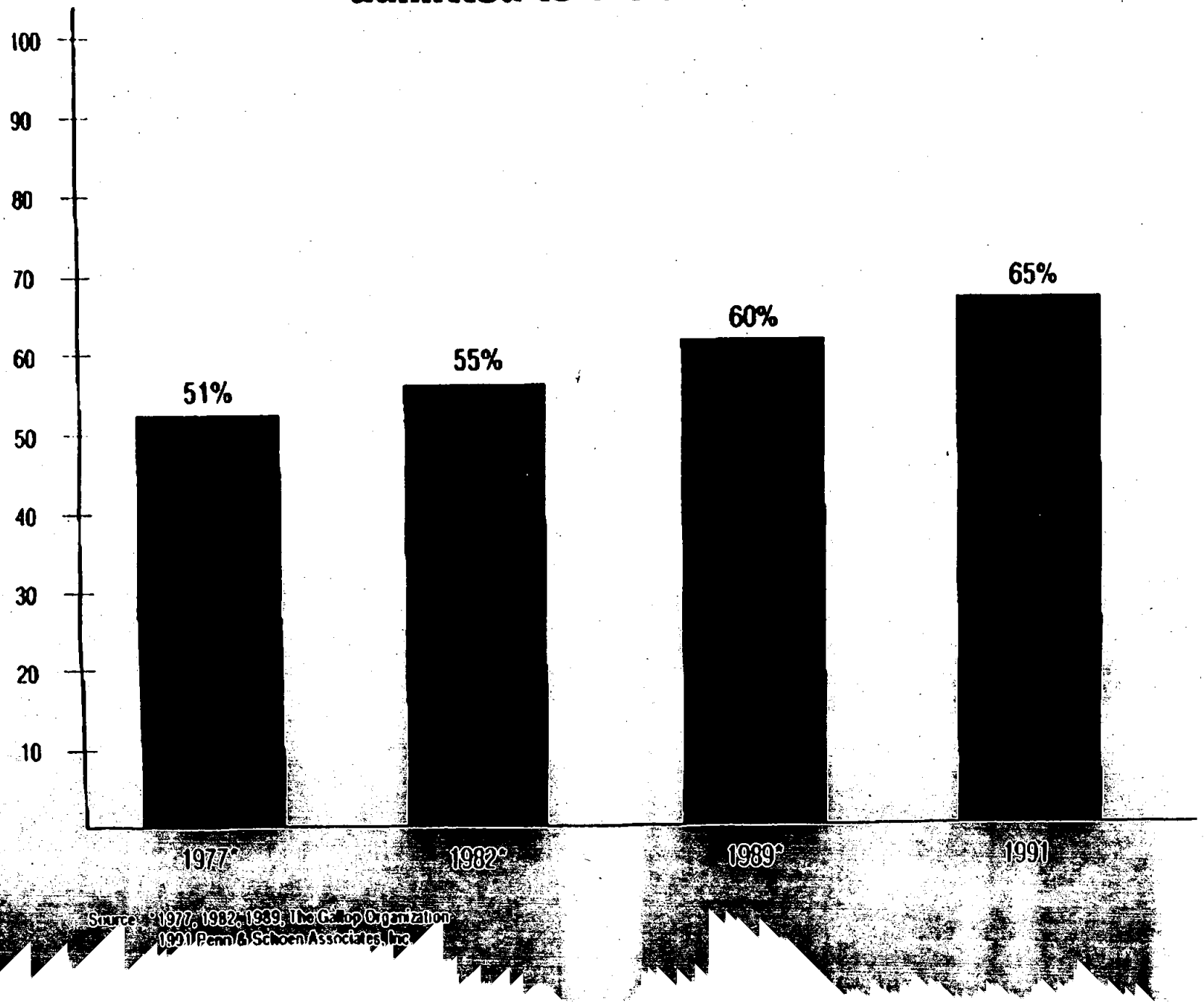
On April 23, a Wall Street Journal/NBC News poll found that 42% favor lifting the ban; and 47% favor lifting the ban.

Do you think homosexuals should or should not have equal rights for jobs?



Source: *1977, 1982, 1989: The Gallup Organization

Do you think homosexuals should be admitted to the armed forces?



Source: *1977, 1982, 1989, The Gallup Organization
1991 Penn & Schoen Associates, Inc.

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release: January 29, 1993

STATEMENT OF DEPARTMENT OF DEFENSE POLICY REGARDING HOMOSEXUALS IN THE MILITARY

The President has directed the Secretary of Defense to conduct a review of the current Department of Defense policy that excludes homosexuals from military service and prepare a draft executive order based upon that review by July 15, 1993

Current Department of Defense personnel policies related to this issue will remain in effect at least through July 15, 1993 while the Department of Defense is conducting the review directed by the President, subject to the following guidance:

First, question regarding sexual orientation will be removed from future versions of the induction application, and will not be asked in the interim. The briefings on military justice which all recruits are required to receive upon entry to military service and periodically thereafter under Article 137 of the Uniform Code of Military Justice will include a detailed explanation of the applicable laws and regulations governing sexual conduct by members of the armed services.

Second, the Department of Justice is seeking continuances in pending court-cases involving former service members who have been discharged on the basis of homosexuality and who are seeking reinstatement into military service. The continuances would freeze those cases pending the completion of the review directed by the President.

Third, commanding officers will continue to process cases under the current ~~cases~~ laws and regulations related to homosexuality.

* Cases involving homosexual conduct will be processed through actual separation and discharge in accordance with current policy.

* When a case involves only homosexual status and the person involved requests a discharge, the person will be released from active duty.

(MORE)

* Cases involving acknowledged homosexual status being contested by the individual will be processed through all applicable stages, including notice of the basis for separation, hearing before a board of officers, review of the board's recommendations by the separation authority, and action by the separation authority to discharge the person. If directed by the Attorney General, the final discharge in the cases based only on status will be suspended until the President acts on the recommendations of the Secretary of Defense with respect to current policy. A member whose discharge has been suspended by the Attorney General will be separated from active duty and placed in the standby reserve. Individuals in the standby reserve would have the option to return, upon request, to active duty should the current policy be changed. Those personnel whose cases have not been suspended will be discharged.

* Commanding officers may, in the interests of the individual or the unit concerned, direct changes in the assignment of personnel during the course of separation proceedings.

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THE SECRETARY OF DEFENSE
WASHINGTON, DC 20301-1000

3 FEB 1993

MEMORANDUM FOR THE SECRETARY OF THE ARMY
SECRETARY OF THE NAVY
SECRETARY OF THE AIR FORCE
CHAIRMAN, JOINT CHIEFS OF STAFF

SUBJECT: Administrative Separation Procedures

Effective immediately, all administrative separation cases of Regular and Reserve military personnel by reason of homosexuality will be referred to the Secretary of the military department concerned for review and action as Separation Authority in accordance with established policies, except as modified below.

Commanding officers will continue to process cases under the current laws and regulations related to homosexuality. Cases involving homosexual conduct will be processed through actual separation and discharge in accordance with current policy. When a case involves only homosexual status and the person involved requests a discharge, the person will be released from active duty.

For this purpose, "homosexual status" means those cases for which discharge is authorized by the following provisions:

a) DoD Directive 1332.14 (Enlisted Administrative Separations), Enclosure 3, Part 1, subparagraph. H.1.c.(2).

b) DoD Directive 1332.30 (Separation of Regular Commissioned Officers), Enclosure 2, paragraph. B.4.b.

Cases involving acknowledged homosexual status being contested by the individual will be processed through all applicable stages, including notice of the basis for separation, hearing before a board of officers, review of the board's recommendations by the Separation Authority, and action by the Separation Authority to discharge the person.

If the Separation Authority determines that separation is warranted in a case involving only homosexual status, the case shall be referred to the Attorney General. The Attorney General may direct that discharge in cases based only on status be suspended until the President acts on the recommendations of the Secretary of Defense with respect to current policy. A member whose discharge has been suspended by the Attorney General will be separated from active duty and placed in the standby reserve.

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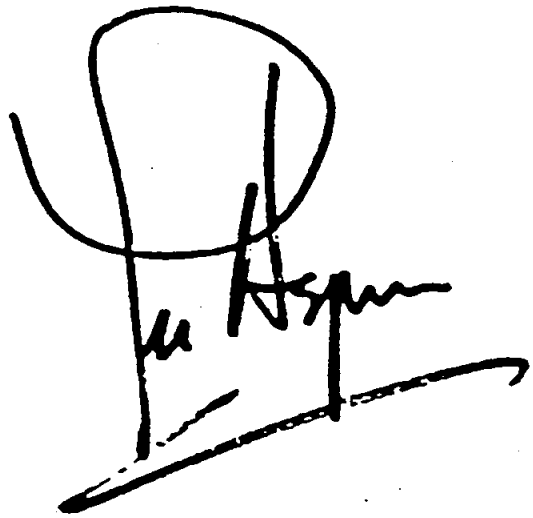
Individuals in the standby reserve would have the option to return, upon request, to active duty should the current policy be changed. Those personnel whose cases have not been suspended will be discharged.

Commanding officers may, in the interests of the individual or the unit concerned, direct changes in the assignment of personnel during the course of separation proceedings.



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Homosexuality was once medically defined as an aberrant sexual behavior. However, years of medical, psychologic and sexual research consistently failed to demonstrate the presence of any specific biologic marker, clinical syndrome and/or psychosocial profile in practicing homosexuals of either sex.

By 1975, the American Psychological Association no longer considered homosexuality an aberrant sexual behavior. By 1976, the American Psychiatric Association enacted the same resolution and removed homosexuality from its Diagnostic and Statistical Manual. Shortly thereafter, the American Medical Association adopted the same position.

It is important to note that high-risk behavior of any kind, such as substance abuse, chemical addiction, drunk driving, sexual promiscuity or domestic violence, is clearly associated with specific human pathology, high-cost medical interventions, uncertain rehabilitation, and long-term social, economic and political consequences.

Great caution is required, however, when identifying high-risk behaviors as the cause of a variety of problems found in different social groups. In fact, from an epidemiological point of view, specific risk-behavior incidence can be statistically related to various racial, economic, geographic, ethnic, religious or other groups, and clearly is often not causal.

We are not aware of any scientific evidence that individual sexual preferences, in and by themselves, be they homosexual, heterosexual or bisexual, affect work productivity, scholastic aptitude, disease incidence, medical costs or crime rate in the population at large. In conclusion, since homosexuality, per se, cannot scientifically be characterized as a medical issue, DoD policies related to homosexual or heterosexual behavior should be based upon military personnel, unit and mission concerns and considerations.

HONORABLE FLOYD SPENCE
HASC FULL COMMITTEE HEARING ON HOMOSEXUALS IN THE MILITARY -- TUESDAY, 4 MAY 1993

Thank you Mr. Chairman.

I want to thank the Chairman for convening these hearings. While they reflect a compromise on a very volatile and emotional issue, I nonetheless believe that, combined with future subcommittee hearings, they will allow all perspectives to be heard.

Let me state from the outset that lifting the ban on homosexuals serving in the military should not be a question of civil rights, equal rights, or gay rights. The courts have consistently upheld the military's right to discriminate based on the unique nature of what the military is, and what the military does.

There is not, as Chairman of the Joint Chiefs of Staff Colin Powell has so eloquently reminded us, any analogy between lifting the ban and the integration of blacks into the U.S. armed forces following World War II. Nor does the battle for expanded

combat roles for women have much to teach us about the implications of lifting the ban. One cannot legitimately draw parallels between skin color or gender on the one hand, and sexual orientation and behavior on the other.

The only context within which we should be considering the issue of homosexuals openly serving in the military is military readiness -- that is, cohesion, discipline and morale. For those who will argue that lifting the ban will not impact military readiness, I contend that yours is the burden of proof.

I believe that lifting the ban will have a negative impact on readiness -- cohesion will suffer, discipline problems will increase, and morale in the ranks will sink. Last February, the Los Angeles Times conducted a poll of twenty-three hundred active duty enlisted personnel at 38 military facilities around the country. More than 3 out of 4 polled expressed their disapproval of President Clinton's proposal to lift the ban. Whether broken down by service or ethnic make-up, the numbers were essentially the same. Of particular interest was the finding that 7 out of 10

women polled believed that violence would be likely if the ban were lifted.

In an unpublished internal poll conducted by one of the military services, 80% of the enlisted personnel polled believed that lifting the ban would hurt recruiting, 85% anticipated increased disciplinary problems, and 78% expressed discomfort at the notion of sharing communal facilities. There were no significant differences in data from the polling of officers.

How can sentiment of this intensity against lifting the ban not negatively impact cohesion, discipline, and morale? Those most affected by the President's proposal to lift the ban are sending a clear message that ought to be heard and listened to before this debate reaches its conclusion.

Let me raise another troubling aspect to this issue; what are the implications for military readiness if the broader gay agenda in this country is introduced into day-to-day military life? For those who might scoff at the notion, I contend that the very fact that the President made his proposal or that these hearings are

being held reflects the very real influence of gay activism in parts of this country.

On this point, I have no reason to doubt that homosexuals have served, fought, and died honorably in the U.S. armed forces since the birth of this nation. Likewise, I have no reason to doubt the integrity or honor of witnesses who will appear before us today and tomorrow arguing that homosexuals only want to be serve their country. But how should decision-makers reconcile these relatively narrow expressions of self-interest with the broader gay agenda?

How should decision-makers react to a November 1992 ACT UP letter to the Superintendent of West Point that stated, [quote] "we intend to sue in Federal Court as soon as the ban is lifted to insure compensatory representation in the service academies....Furthermore, we intend to see any official of a military school charged in a civil rights violation if they attempt to harass homosexuals"? [end quote] How should we view the two-week old statement of the Executive Director of the National Gay

and Lesbian Task Force that, [quote] "down the line, we will get gay marriage. We're going to get the military to recognize us and our partners. We're going to promote our agenda"? [end quote]

The point is, whether or not individual homosexuals want nothing more than to serve with honor, gay activism will demand more. The consequent costs to readiness of turning the military into a legal, social, and cultural battleground for years to come are almost incomprehensible. I suspect that fears similar to these may have prompted General Calvin Waller, the Deputy Commander of Operation Desert Storm and a supporter of Candidate Clinton during the campaign, to contend last week before the Senate that lifting the ban would turn the U.S. military into a [quote] "second rate force." [end quote]

The costs to the many far exceed the gains for the few and this is why I believe the ban should remain in place. This is also why I believe the burden of proof lies squarely at the feet of our witnesses this morning.

Thank you Mr. Chairman.

HOUSE ARMED SERVICES COMMITTEE

TUESDAY, MAY 4, 1993 - 9:30

AGENDA

****

Hearing on the policy implications of lifting the ban on homosexuals in the military

Witnesses

Panel:

Col. Lucian K. Truscott, III, USA (Ret.)

Col. Karl Cropsey, USA (Ret.)

Ms. Tanya Domi
Former Army captain
National Gay and Lesbian Task Force

Dr. Paul Sherry
President
United Church of Christ

Panel:

MCPO Chuck Jackson, USN (Ret.)
Non-Commissioned Officers Association

Col. John Ripley, USMC (Ret.)
The Retired Officers Association

Brig. Gen. William Weise, USMC (Ret.)

Chaplain (Brig. Gen.) James M. Hutchens, ARNG (Ret.)
Associate Director, Chaplains Commission
National Association of Evangelicals

THE
RETIRED
OFFICERS
ASSOCIATION

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STATEMENT OF

THE RETIRED OFFICERS ASSOCIATION

before the

HOUSE ARMED SERVICES COMMITTEE

Presented by

COLONEL JOHN W. RIPLEY
UNITED STATES MARINE CORPS
(RETIRED)

MAY 4, 1993

Statement by Colonel John W. Ripley, USMC (Ret.)
for the House Armed Services Committee

Subject: The preservation on the ban of homosexuals in the armed forces.

4 May 1993

The American public has been deluded into a false understanding of the real purpose of its military forces. More specifically, it sees the armed forces of the nation in a multi-faceted role; as peace keepers, as primary disaster relief forces, as the nation's first line of humanitarian aid in foreign countries, as well as in our own country; as an enormously successful and proven platform for social engineering; and as vigilant, obedient and receptive organizations eagerly prepared to do what it's nation expects of it. The very last thing the citizens of this nation expect of the military in our particular climate is its single purpose for existence; the fighting and the prosecution of war; especially violent and protracted warfare on a large, continuous scale. Americans simply don't see us that way anymore. They have seen us in these other roles so often and so successful that the American mind is conditioned to their military as a helpful, sensitive organization as opposed to a fighting, brutally efficient means of destroying the nation's enemies; and together with that, the expansion of our national policy through this means. In our present role the armed forces have moved away from the traditional role of fighting and winning into a more bizzare and unintended role as an engine of social change. We have become, in effect, a large petri dish where social laboratories and experimenters can create new systems or grow new models to test, if you will, within a highly controlled group that which they wish to create. In the armed forces today you hear such things as, "the rights of the

individual," "career path," "job protection" or "constitutionally protected freedoms," which in my youth and later as a senior officer I never heard, ever, any discussion of these subjects. We are and were simply the protectors of these freedoms and never did we have the full embodiment thereof, nor did we expect to enjoy the full embodiment of constitutional freedoms. To even think in these terms as a military man is patently ludicrous and counterproductive to the mindset of a warrior who must think only of mission accomplishment and the good of the unit. Never, ever may he think of his own personal well being in this context.

Our freedoms and our protection come from you, the Congress. From no one else. You are statutorily and constitutionally required to raise, to provide and to maintain us and you also establish the policies under which we in the armed forces function. Let me stress that again. You maintain us and you protect us. We cannot protect ourselves. We cannot, as is the case in other forms of government, close ourselves off from society, establish our own rules and expect to isolate and self-govern. You must do that; you must do that for us. Not to do that is an abrogation of the sacred trust which we feel in the armed forces with you, the Congress, as protectors. As long as I've been a Marine, over thirty-five years, I have know and felt very deeply seated within me the extraordinary lengths the Congress went to to protect and to look after the Marine Corps. One could even say that the Marine Corps exists today in its modern form because of the National Security Act of 1947 which,

in fact, protected and created the modern day Marine Corps. While in those days other services and certainly the administration were trying to diminish; in fact, do away with, the Marine Corps. So it is to you, the Congress, that we look for overview and for benevolent protection which we personally cannot do ourselves.

In the spirit of this understanding I must ask you, how is it that you can suggest anything that would knowingly from all indications, certainly from the overwhelming majority of opinions of the American public, if not the overwhelming majority here in the Congress, and certainly amongst the military itself (a percentage well over 3/4 in the 80 to 90 percentile range) how could you do anything that would have such a threat of destroying our effectiveness, indeed destroying us altogether as would be the case in lifting the ban of homosexuals in our ranks?

As you know, and as has been said here over and over, service in the military is a privilege extended only to those who are fit and physically able to perform military service. We in the military are very discriminatory. We have always been, and it must be so. We discriminate between the too weak, the too tall, the too fat, the flat-footed, the disease ridden, single parents, morally corrupt, drug users, alcoholics, or abusers of any substance; we discriminate against the altogether good Americans who simply can't be expected to perform at our standards -- and our standards are high and obviously must remain high.

To serve in the military is a privilege which must be guarded and lived up to every single day by the individual. It is no good to enter the military and having entered then quit. Your performance must be at an exceptional level in order to remain; to be reenlisted and to be promoted. Perhaps the greatest discrimination of all we practice is perhaps eliminating from our ranks, by way of promotion or separation, those who do not have the ability to proceed on.

Let's talk about leaders for a moment. Especially combat leadership, of which I have had a considerable amount of experience; mostly at the Company and Battalion level. All Marines understand that to win in combat, and to keep focused on the mission, you have to subordinate, to subjugate individual instinct for self-preservation -- and for personal protection or comfort -- to the needs of the unit. The unit prevails. It is only the unit which you must consider. The unit, it's preservation, and of course the mission. Nothing else matters. When an individual starts thinking about himself, or permits himself to be distracted by anything, this distraction can ultimately lead to destruction. In combat, if you are distracted, even for an instant you will get people killed and you will get yourself killed. Homosexuals constantly focus on themselves; their so-called needs, what they want, their entitlements, their rights; they never talk about the good of the unit. It is this constant focus on themselves; the inability to subjugate or to subordinate their own personal desire

for the good of the unit; this is an instant indicator of trouble in combat; and frankly, even not in combat.

Combat leadership is based exclusively and almost totally on trust. The unit commander, the Platoon commander, the Company commander must trust in his Marines doing what is expected of them; what they have been trained to do despite the great threat to them. And the Marines trust in their commanders; that they will look after them and get them out of this mess -- provide good judgement, good command calls and not expose them unnecessarily to enemy threat. When sexuality enters the equation, these bonds of trust are simply blown away. No one can trust a leader, nor can a leader trust a subordinate, if they think there are sexual feelings just beneath the surface. It makes no difference if he's suppressing those feelings, it makes trust virtually impossible. Trust is also a function of character and all those elements that make up such character; respect, loyalty up and down, and certainly courage, and the ability to make good judgements. Men trust each other when they are alike; like values, similar training, the same objectives, the traditional values given to them by their families before they entered the military. This commonality breeds trust; trust in each other, and without this trust there will be no leadership -- not on the battlefield -- not anywhere.

If there is one overwhelming characteristic of the battlefield with which I am familiar, it is the extreme and constant likelihood of death, serious injury, traumatic wounds, torn, bleeding bodies seen so shocking that no one in this room could hardly prepare or imagine them. Even realizing that this happens on a frequent, almost daily basis, the combat veteran is still shocked at what he sees when his own men suffer such grievous injuries regularly. Consider the great fear that all military men, in or out of combat, would have knowing that homosexuals serve with them who comprise at least 2/3 of all current AIDS cases and are far more likely to suffer from and spread infectious diseases such as hepatitis, and syphilis than any other group. We see each of them as infectious and life-threatening disease carriers. They are eleven times more probable of having syphilis, they are eight times more probable of having hepatitis and they are a shocking, incredible, five thousand times more probable of having AIDS. How can any sane person not feel threatened working around such an obvious, extraordinary threat to his personal health. And in combat, the story becomes radicalized on a comparison with non-combat. This is where blood flows so freely that it is unusual throughout the day not to be wearing someone's else's blood. Let me give you an example, (the example of the shoot down as Khe Sanh). It seemed to me in combat that on a regular basis, several times a day, I was pinching off someone's artery, sticking a thumb in a chest hole to prevent loss of breath, giving mouth to mouth resuscitation, pouring a canteen of water into an open abdomen to flush out the filth and blood and try to find the wound, trying to gently put a

man's jaw back into place so he wouldn't choke to death on his own blood, replacing eyes back in their sockets, collecting limbs and throwing them in ponchos so that they could be evacuated with the body. This was regular activity, normal activity -- not unusual at all. Now can you imagine the extraordinary fear fighting men have thinking that at least some of that blood may come from a homosexual who without question to our way of thinking will carry a life threatening disease? I myself carry a very serious disease because of having been immersed in the blood of those around me. I am disabled because of this and it came from normal circumstances -- not those imposed on me by the forced perversion of homosexuals being around me. For a homosexual to claim that they are just like the rest of us and that this won't affect them and they will be, so to speak, "clean" is bloody nonsense. We know they have hundreds of sexual partners during their lifetime and they continue to engage in male to male sex not using condoms with no thought of the spread of disease. Another realization recently is that they are far more likely to suffer from intestinal disorders, know as gay bowel syndrome. To think that these walking repositories of disease -- this alone would be imposed on the battlefield -- is beyond shocking and virtually defies any logic whatsoever. No one, no one in this room, no one outside this room, no one anywhere can challenge the logic of not putting that kind of added threat in a combat environment. This could be a threat equal to the enemy itself. A great threat upon the health and the continuing existence of your own men. If Magic Johnson's teammates run from him on the basketball court because he has a open bleeding cut, can

you imagine how these men in combat will feel when they literally swim in each others blood during fire fights and evacuation of the wounded and dead. I don't think you can imagine that because I dare say none of you have experienced it -- not to that degree. But I will tell you this, men will not do this! If you impose that in combat, on us, men will not look after each other. I can tell you that as firmly as I sit here -- men will not look after a bleeding, known homosexual; they will not care for him, they will not give him mouth to mouth resuscitation or any other form of aid if in fact it means they are threatening their own life. This will not happen. If you impose this on us you are asking too much. Men under fire will throw themselves on grenades to protect the rest, they will charge ahead of the others to silence a machine gun knowing it will more than likely kill them; they will protect each other from enemy fire under greatly hazardous conditions; but they will not, openly, expose themselves to deadly diseases just because the individual himself is irresponsible and has contracted such a disease. That will not happen. You cannot ask the corpsmen and the medics -- those responsible for looking after casualties -- to do this at all. They will become carriers of these same diseases as they go from victim to victim treating each one and spreading this disease in turn from one to the other.

A young Marine in front of me one hot day virtually disappeared; was atomized by an artillery blast that blew him into tiny fragments, and as I looked around the thirty-odd Marines around me we were all covered with part of him -- his blood, his flesh, his bones.

He was completely on all of us. Had he been AIDS infected, we in turn would have all become infected as well. Over thirty Marines would have become casualties and possibly lost our lives because of this gross irresponsibility that you would now impose on us.

I haven't even addressed the extraordinary burden on an already over-burdened health care system in the military that would look after these diseases and homosexuals. We do not have enough medical care, enough doctors, enough hospitals to treat so-called normal diseases and injuries which occur on a regular basis. Go in any military hospital today and look at the waiting room and the long lines where military men and their families wait hours upon hours just for normal treatment. You, by the way, are responsible for that. It is your charge to make that better and yet it continues to get worse. Just imagine what would happen when you add the equation of treatment of homosexuals who have, as we know, over two-thirds of all current AIDS cases.

Let me now address the greatly erroneous myth that homosexuals will obviously be accepted once the President decrees that it be so, and we simply apply better leadership. We already know from the TROA Gallup poll I mentioned that well over 80% refuse to accept that this is the right thing to do. They do not want to remove the ban. A September 1992 USA Weekend Survey of non-military respondents, over two-thirds responded that they wanted the ban to continue. There are many, many other such surveys and none of them

yet have said that even half of the American public feels this is the right thing to do. So one must ask, "who wants this to happen, and who will support it?" Well normal Americans, decent Americans will simply not support this kind of activity. They will prevent their children, sons and daughters, from joining the military. Another survey showed that over 75% -- knowing that homosexuals are in the military -- would not advise or permit their children to join. No Pentagon policy or any Congressional mandate, certainly no Presidential decree can change the American public's mind. You may change law and you may change policy but you cannot change the overwhelming, the extraordinary percentage of Americans who feel that this activity is simply unacceptable, and I'll use a term one never hears anymore, indecent. Americans are decent, God-fearing people. They do not consider homosexuality to be decent, normal or acceptable, and they will not permit their children to be around those who have a propensity or even exposure to this type of conduct; therefore, your military will become one of deviants -- deviant from the American norm. It may be called an alternate life style -- we call it a perversion of normality. It is a perversion of nature, it is a perversion of God's law, it is a perversion of statutory law. Any attempt to change that will never sit still with the American people. Certainly not for one to two percent of the population. This will not hold. Decent Americans are telling you this and I beg that you listen. Don't change the military which has served you so well -- you and the American people -- made in the image that you made us, and which has fought and won our nation's wars for over two hundred years. By making this change you will not

change us -- you will de facto destroy us. I can tell you as a Marine you will virtually destroy the Marine Corps by imposing on us this deviation of values which we hold dear; which we have fought for and which we know to be proper. You are attacking our personal integrity, you are attacking our honor and no military organization can exist without honor and personal integrity. You are asking us to look the other way ignoring a practice we feel deviant, destructive and in conflict with American and God-fearing values. We cannot do this.

I implore you as an American and as a Marine who has fought for his country and loves his Corps and country more than life itself, not to lead us into this ambush from which we can never recover.

NATIONAL
NGLTF
GAY & LESBIAN
TASK FORCE

PRESS RELEASE

FOR IMMEDIATE RELEASE

For more information or for full testimony, contact Robin Kane or Tanya Domi, (202) 332-6483

FIRST OPENLY GAY WITNESS TO TESTIFY AT UNPRECEDENTED CONGRESSIONAL HEARINGS

Washington, D.C., May 4, 1993...Former Army Captain Tanya Domi, director of the National Gay and Lesbian Task Force (NGLTF) Military Freedom Initiative, will today become the first openly gay person to address Congress on the issue of gays in the military since President Clinton announced in January his intention to repeal the ban. Domi is scheduled to testify today at the House Armed Services Committee hearings on gays and lesbians in the military. The two-day hearings mark the first time the U.S. House of Representatives will discuss the controversial ban.

Domi is slated to testify today as one of four supporters of lifting the ban. Four opponents to President Clinton's directive will also testify. The committee will hear testimony tomorrow concerning the experiences of police and fire departments that have opened their ranks to gay people. Sociological and psychological perspectives on lifting the ban will also be presented.

"At the very heart of this heinous policy, are the vicious investigative techniques employed by the military criminal investigative services," Domi says in her testimony. "The tactics used to determine the sexual orientation of service members are evocative of the McCarthy era...It is the investigators' tactics, not the presence of lesbians and gay men, that are detrimental to unit cohesion and prejudicial to good order and discipline."

Domi is also the only woman scheduled to testify at today's hearings and will note the specific effect the ban has on all military women, both straight and gay. Domi herself was accused of and interrogated for being a lesbian when she rejected the sexual advances of a male officer.

"The policy banning lesbians and gay men serves as an egregious tool of sexual harassment of women called 'lesbian-baiting,'" Domi says in her testimony. "I was called in for questioning about my sexual orientation, not because of my misconduct, but because of his."

Domi just returned from a six-week "Tour of Duty" bus trip of gay and lesbian veterans touring the Midwest and South. She spoke at town halls, press conferences, meetings and on local radio and television programs to discuss gays in the military directly with Americans in the heartland. Domi is a fifteen-year veteran of the Army, has served as an officer of the Gay, Lesbian and Bisexual Veterans of America, and was featured recently on a *48 Hours* episode on gays in the military.

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Testimony of

Tanya L. Domi, Former Army Captain

and

Director, Military Freedom Initiative
National Gay and Lesbian Task Force

on

Gays and Lesbians in the Military

before

The House Armed Services Committee

May 4, 1993

(For The Record)

Mr. Chairman, Mr. Spence, distinguished members of the committee, it is my pleasure to testify before you today on the subject of gays and lesbians in the military. I am here today as a former Army Captain. I am here also to represent the National Gay and Lesbian Task Force. I am also a lesbian. During my 15 years with the United States Army I received a Meritorious Service medal, two Army Commendation medals, a Joint Service Achievement medal and three Army Achievement medals, among others. I was a paratrooper, a drill instructor and my most favorite assignment of all -- a company commander of 140 soldiers and their family members, 24 hours a day for 20 months.

I come before you with this message: America has had a long history of addressing and correcting discrimination. Today we begin a process to take down barriers and repeal the 50 year-old ban on lesbians and gay men in the armed forces. What President Clinton and a majority of Americans know is that lesbians and gay men who have risked their lives and served their country are simply soldiers first!

Despite my distinguished career and commitment to the U.S. Army, I found my service to my country came at great personal risk and toll, not because of enemy fire, but because of simple discrimination. Mr. Chairman and members of the committee, lesbian and gay service members of the armed forces should be treated with dignity and respect accorded to all American citizens, without fear of retribution and reprisal at the hands of government sanctioned discrimination.

As someone who served at every level of leadership in the Army from squad leader, to platoon sergeant, to platoon leader to company commander, it is clear to me that lesbians and gay men serve competently, with discipline and honor; they serve for the same reasons that heterosexuals serve: to gain an education, to learn job skills and for love of country. Lesbians and gay men have distinguished themselves in both war and peacetime as documented by Randy Shilts, in his recently published book "Conduct Unbecoming, Gays and Lesbians in the Military" and by Alan Berube's 1990 history of lesbians and gay men in World War II, "Coming Out Under Fire." Lesbians and gays participate in all aspects

experienced these tactics while stationed at Fort Devens, Massachusetts in 1974-75. I was awakened and hauled into the investigator's office for two hours of questioning about whether I had visited a gay bar during my off-duty time. I was repeatedly questioned over an 18-month period, had my mail opened and was followed. Undercover investigators attempted to entrap me by offering me drugs. During the investigation I was repeatedly asked for names of lesbian and gay soldiers, with the assurance that investigators would go easy on me. Formal charges were never brought against me and I was eventually exonerated. My experience was not an aberration -- it is the rule when members of the armed services are suspected of being homosexual. Such tactics by investigators are commonplace in all the services.

It is the investigators' tactics, not the presence of lesbians and gay men that are detrimental to unit cohesion and prejudicial to good order and discipline. Worse yet, is the fact that the American taxpayer has spent a half billion dollars in a ten-year period treating its citizens this way, according to a 1992 GAO report.

Critics argue that allowing known gay people into the military will disrupt unit cohesion, undermine recruiting and retention and result in a second-rate military. But DoD's own studies, from the Crittenden report in 1957 to the series of reports conducted by the DoD PERSEREC between 1988-1990, do not bear out these myths. The reports have consistently found that there is no rational basis for maintaining the ban.

Another argument for maintaining the ban is that the presence of openly gay men and lesbians in the military would increase the incidence of HIV infection in the military population. This is not true. The DoD has a program of mandatory HIV testing of recruits and does not enlist HIV positive individuals. DoD also has a program of HIV testing and prevention of current service members. This policy will not be affected in any way by allowing gay people currently in the military to acknowledge who they are. Furthermore, lesbians are the lowest risk group of all sexually active Americans. If eliminating risk of HIV infection in the military were the goal, the DoD should be actively recruiting lesbians.

WITNESS LIST

COMMITTEE ON ARMED SERVICES

Policy Implications on Lifting the Ban on Homosexuals in the Military

Tuesday, May 4, 1993
9:30 a.m. and 2:00 p.m.
2118 Rayburn House Office Building

Panel One: <u>Supportive of Lifting the Ban</u>

Colonel Lucian K. Truscott, III
U.S. Army, Retired

Colonel Karl Cropsey
U.S. Army, Retired

Ms. Tanya Domi
Former Captain U.S. Army
National Gay and Lesbian Task Force

Dr. Paul Sherry
President
United Church of Christ

Panel Two: <u>Opposed to Lifting the Ban</u>

Master Chief Petty Officer Chuck Jackson
U.S. Navy, Retired
Non-Commissioned Officers Association

Colonel John Ripley
U.S. Marine Corps, Retired
The Retired Officers Association

Brigadier General William Weise
U.S. Marine Corps, Retired

Chaplain (Brigadier General) Jim Hutchens
U.S. Army National Guard, Retired
Associate Director, Chaplain's Commission
National Association of Evangelicals

HE WAS ONE OF US

By Lucian K. Truscott III

How times change! The words above appear as the title of a song opposite page 1 of the brief memoir my father wrote of his service in the U. S. Cavalry between the two World Wars. Can you imagine a song today called "A Gay Young Fighter Pilot -- or Infantryman -- or Leatherneck"!!

I commanded an Infantry Rifle Company in the first year of the Korean War. Among the 150 or so men I had with me on the tops of those mean mountains in that bitter cold, was at least one gay solder. All of the other 149 of us knew that if nothing else he was effeminate. That and his red hair are probably why I remember him so well after all these years.

I saw men ridiculing him to his face on occasion, as men will. You know: one hand on a hip, the other waving in the air with a limp wrist as the mimic took prim, mincing steps around him. And the 1st Sergeant approached me one day and said, "Sir I think Wilson -- not his name -- is a goddam queer." About all I could say was "Well, Top, I guess there's no damn law against it as long as he's doing his job."

His job was BAR-man; the initials stand for Browning Automatic Rifle. It is a big weapon, weighing more than 20 pounds, but even at his size -- about five-seven and 140 pounds -- he carried the BAR in his squad. The weapon was so reliable and deadly that the Chinese invariable went for the BAR-man first.

But he did that job, which few men wanted, until a wet, spring day in 1951, when I knelt down and looked at the small round hole dead center in his wet greenish-gray forehead below the line of his red hair. I noticed some of the men in his squad turning away from me so I couldn't see them crying softly as they put him on a litter so we could carry him with us. He was one of us, a soldier.

I'm as sure of the fact that he was gay as I am that he no doubt wasn't the only one in the company, that he was a damned good soldier, and that there were undoubtedly gay soldiers in the Infantry Battalion I commanded in Vietnam in 1967-1968. There are probably homosexuals in any group of a hundred or so men you assemble any place, any time.

A few years ago my son wrote a novel about a gay cadet at West Point and brought down the wrath of many graduates upon his (and my) head for even intimating that West Point ever had a gay cadet. And now looking back from the vantage point of 40 or 50 years of knowledge, experience, and our society's finally having let gays out of the closet, I'm certain that 4 general officers I knew (two of them very well) were gay; one was a highly decorated Infantry officer in WW II.

I am surprised that the Chairman of the Joint Chiefs of Staff, General Colin Powell takes a stance against gays in the military. As a black officer he must be more intimate with discrimation than most of us.

The argument seems to be that integration of gays will disrupt the discipline of an organization. Of course it will! Did the integration of blacks? You're damned right it did! And still does to a degree. But the Armed Forces control it. And will continue to until the last of the bigots is gone and we finally have complete equality.

Why don't we have the guts to admit that there always have been and always will be gays in our society? Admit it and treat them as men. They are, you know.

(This appeared several small publications, courtesy Human Rights Campaign Fund, which I mention in the Article.)

I'M IN ANOTHER WAR

By Lucian K. Truscott III

In the Korean War in 1951 I commanded a rifle company. We had a gay soldier with us in combat. Last November I wrote an article for this page and described the death of that young man.

As a result of the article I received a call from the Human Rights Campaign Fund. The caller asked if I would be willing to come to Washington to lobby Congress on behalf of gays in the military. I was impressed by the "Human Rights" portion of his organization, but it turned out that it is the nations largest gay rights political organization.

WELL! That was a shock! Here I am: a retired Army Infantry Colonel; West Point graduate; father of 5 kids, 8 grandchildren and a great-grandchild on the way; son of a World War II four-star general; numerous friends both among my West Point classmates, other friends from my Army service, and my friends from my post-retirement civil life. What would all of them think?

The fact that I have that question in my mind is the crux of both the military and national problem concerning gays. We think there's something "wrong" not only with being gay but also associating with them.

After much soul searching, or perhaps just searching for my soul, I decided that I had to stand up and be counted. I couldn't deny my article. Nor could I deny my very strong faith in the words my 5th great-grandfather penned some 217 years ago: "We hold these truths to be self-evident, that all men are created equal..."

So for two days in the Senate and House recently I became a 71 year-old retired soldier activist, not specifically for racial rights or gay rights or women's rights but for equal rights. And several times during the 2 days people asked me if I agreed with General Powell's assertion that "Skin color is a benign, non-behavioral characteristic. Sexual orientation is perhaps the most profound of human behavioral characteristics." I certainly do not agree with him. Skin color was certainly not "benign" back in the 1948 to mid-50's period when we were integrating blacks into the military. General Powell could not now or then understand or feel the emotions of some of the whites during those days. Some Of them were every bit as emotional about that integration as some people are about this one, even moreso. And I dare say a few still are! And I remind the general that we had a hell of a lot more trouble integrating the Officers' Clubs than we did the battlefield.

I strongly suspect that, like so many others, the general considers homosexuality to be a moral issue: homosexuality is immoral. But is it any more immoral than slavery was? Is it any more immoral that segregation of and discrimination against blacks and women and gays has been and continues to be? And not letting women vote for the first 144 years of the 217 years we've been a nation?

After my 2 day Washington adventure I received a letter from my daughter-in-law, Debbie, who lives in Northern Virginia. She told me of being in the checkout line at the local grocery store and having a nice looking man she guessed to be about 50 ask her about a pin on her coat lapel. She had forgotten she had put one there and looked down to see that it was an Inaugural pin with President Clinton's picture on it. Aloud she read the words "Let the Celebration Begin!", and the man started calling her names, "Queer"and "Lesbian" chief among them. Then he started including the President: "Gay! Homo!" She was shocked and embarrassed and hurried out of the store. But before she left she paused to take a good look at this man who she described in her letter as looking "so normal, like he was a teacher or an accountant or even a retired military officer. And suddenly I felt incredibly sad."

These were her closing words in the letter:

"Halfway back to the office it occurred to me that this gays-in-the military thing isn't about gays at all. It's about hate, and its target could be anything. When you came to Washington this week, you didn't just do it for gays (or even the military). You also did it for Blacks and Jews and Asians and Women. Thanks."

Her "thanks" brought tears to my eyes, and I hope she's wrong about the hate.

I sure hope she's wrong.

(This to appear LATimes OpEd 30Apr93)

WHO ARE THE MILITARY TO JUDGE?
(the immorality of homosexuality?)

By Lucian K. Truscott III

When asked about the integration of acknowledged homosexuals into the Armed Forces, some military men have hidden behind statements like this: "it would be detrimental to good order and discipline"; and "it would harm the national defense".

I don't understand why the spokesmen for the military can't just say that they think homosexuals and their acts are immoral, or that sex acts between men are immoral, or evil, or sinful or whatever it is they think and stop using the security of this nation as a crutch for their arguments. (And I use the phrase "sex acts between men" because I think that most men are completely indifferent about physical contact between lesbians.) And who are these military men to judge anyone's morality or immorality! The coarse behaviour of many of them that I frequently saw on overseas assignments certainly does not qualify them to judge the morality of others.

In the early 1960's I was assigned as the G3 or Operations officer of an Infantry Division of some 15,000 men in Korea. It was a choice assignment except that that my family couldn't be with me on the year-long unaccompanied tour, as we called it.

One night shortly after I got there I was in the Officers' Club and a major came up, introduced himself (I'll call him Smith) and asked if he could have a word with me alone. He then called over a stunning young Korean woman whom he introduced as Kimiko, (not her name) and I shook hands with one of the most beautiful women I'd ever seen.

Smith proceeded to inform me that he was leaving for the States, and ending an arrangement he'd had with Kimiko. She had picked me out, and I could buy her for $150 a month. He further explained that she owned an apartment in Seoul, I could go down every Friday afternoon, get back to Division early Monday morning, and in effect be married three nights of every week. He even guaranteed she would be "faithful", as he put it, not sleeping with anyone else while I "owned" her. She smiled, and I felt as though I were being visually seduced, but I told Smith that I didn't think I was interested in his offer. And I later found out that "buying a broad", or whatever the term was they used, was a common practice.

A few months ago I wrote about the death of a gay soldier in my company in the Korean War in 1951. In response I received a letter from a West Pointer who graduated in the late 1940's. He told me of being assigned to Eighth Army Headquarters in Seoul about the time I was being introduced to Kimiko. He found that several of his superiors were habitually sleeping with women -- enlisted servicewomen in their commands as well as Koreans.

He wrote that he had decided to follow his own "inclination" -- to be with men rather than women. For this he was discharged from the Army under "other than honorable" conditions when his gay behaviour came to the attention of his superiors a couple of years later. But before that the Army had promoted him to major and later to lieutenant colonel ahead of his comtemporaries. Twice the Army considered him an outstanding officer before determining that he was "other than honorable."

Soldiers from private to general have sexual intercourse with local women when they are overseas away from their families. Is this moral and honorable conduct? How can we damn a man with an "other than honorable" discharge for being gay and condone and even encourage adultery? We have even been known to facilitate it as we did with "approved" whorehouses in the occupation of Japan shortly after World War II. Why, as I recall, we even segregated them by rank: one each for the lower ranking soldiers, the top three grade enlisted men, the company grade officers, and the field grade officers.

Recently Japan's behavior in that respect came under scrutiny when several Korean women came forward with testimony about how they had been conscripted as "comfort girls" for the occupying Japanese troops. Was it any more legitimate for us to direct our men to the whorehouses in Japan?

For years the innumerable abandoned children of American servicemen fathers and local women have been a problem in every Asian country our Armed Forces have served in. Yet we have never owned up to our responsibility to these Amerasian orphans.

How can we be so hypocritical? We damn a man (or woman) for being homosexual, and we ignore the uncounted living examples, those forsaken progeny, of all those sordid affairs.

At least the gays and Lesbians haven't contributed to this legacy of shame.

Testimony of

Karl Cropsey, Colonel, US Army (Retired)

on

Homosexuals in the Military

before

The House Armed Services Committee

May 4, 1993

INTRODUCTION

Mr. Chairman: Thank you and the members of this committee for the opportunity to participate in this important hearing. I am here to tell my story as a career Army officer. I am also here to express my support for lifting the ban on gay men and lesbians entering and serving in the military.

The senseless and destructive ban on military service by homosexuals is shortsighted, homophobic and malignant. The time is long past for recognition that all people, regardless of race, gender, or sexual orientation, are entitled to the basic freedoms and liberties that are the very foundation of this nation. It is a moral question of what is fair and right. It is time to seek equal protection for all citizens from coercion and discrimination.

We must permit gay men and lesbians to serve their country openly, with dignity and pride.

CAREER HIGHLIGHTS

I retired from the U.S. Army as a Colonel in 1984 following a twenty-three year career as an Infantry Officer and operations research analyst. I served two combat tours in Vietnam leading troops in combat as a company commander. I also commanded an Infantry battalion, the Kansas City Recruiting Battalion, and five line companies.

My military awards include the Silver Star, the Legion of Merit, the Distinguished Flying Cross, four Bronze Stars, three Meritorious Service Medals, the Air Medal for valor with 16 oak leaf clusters, the Joint Service Commendation Medal, two Army Commendation Medals, the Army Occupation Medal, the National Defense Service Medal, the Vietnam Service Medal, the Army Service Ribbon, the Combat Infantryman's Badge, the Expert Infantryman's Badge, the Parachutist Badge, and several foreign awards.

I hold a Bachelor of Science degree from the University of Minnesota where I was a Distinguished Military Graduate of the ROTC program, and a Master of Arts degree from the University of Alabama. I have also graduated from and served as a faculty member at the U.S. Army Command and General Staff College, Fort Leavenworth, Kansas and attended the U.S. Army War College, Carlisle Barracks, Pennsylvania.

This classically successful military career qualifies me to speak to the basic injustice of this policy and to those factors that contribute to effective command.

Following my retirement, I was employed for seven years by the Sprint Corporation as the Manager of National Staffing. The company's position was to hire the best qualified people. Sprint's human resources policies included non-discrimination based on sexual orientation and domestic partner benefits.

I have recently participated in the Campaign for Military Service's Tour of Duty bus trip designed to increase public and congressional support for lifting the ban on lesbians and gay men in the Armed Forces. The grass roots support for changing the policy is refreshing.

COMMAND AND UNIT COHESION

Essential elements of command include shared core values of personal conduct, respect for human dignity, discipline, compatible attitudes, and a strong chain of command. I agree that combat unit cohesion and esprit de corps are essential components of military readiness. Because our Armed Forces are composed of people with different

backgrounds and values, its leaders have to adjust to this diversity in building cohesion.

Military leadership is the single most important component in unit cohesion. This leadership is what has been used to integrate African Americans, Latinos, Asian/Pacific Islander Americans and women into units. This strong military leadership will also be the essential component in integrating openly gay men and lesbians without damage to unit cohesion.

It is unclear to me how good order, discipline, and cohesion will be disrupted by lifting the ban. Studies conducted by the Pentagon from as far back as 1957 have all concluded that no evidence exists to justify such a discriminatory policy. These reports, the most recent of which was released in 1992, continue to affirm that sexual orientation is irrelevant to capacity for military service.

During recruiting research for the Army's Be All You Can Be advertising and as a member of the Chief of Staff, Army study on assignment and deployment policies (COHORT), the issue of sexual orientation was never raised. I have seen no evidence that changing the current policy regarding gay men and lesbians would undermine unit cohesion and morale.

Inappropriate behavior is what disrupts unit cohesion. Effective leadership is vital to ensuring that disruptive and inappropriate behavior does not occur.

SEXUAL ORIENTATION

As a gay American, I never felt fear in combat because of the training, teamwork, and resources brought to bear in military operations. The first fear was felt when I found it necessary to speak out against the discrimination in the Armed Forces. The courage to support lifting the ban came out of necessity and conviction.
My partner of 20 years has been steadfast in his support. He and our parents attended military functions such as change of command and promotion ceremonies, parades, and many social activities. Many of my superiors, peers, and soldiers knew of my sexual orientation. It was never an issue.

As a gay American, I do not understand the anxiety of working with someone who is openly gay; there is no gay lifestyle; serving openly is the ability to serve without fear of discharge or dismissal based solely on one's sexual orientation. The vast majority of homosexuals, both in and out of the military, do not make an issue of their sexual orientation around people with whom they work.

I do not believe for a moment that there will be uniform sexual misconduct among gay men and lesbians in the military when the ban is lifted. Controlling one's sexual behavior is not likely to be an issue. Sexual orientation does not equal sexual conduct.

There are currently highly publicized incidents of sexual misconduct, all of which have apparently been committed by heterosexuals. I am as sickened by these activities as I would be by sexual misconduct among gay men and lesbians, inside or outside of the military.

The military's anti-gay policy rests on prejudice, not fact. Homosexual orientation is not a choice; it's not something I had to study for or graduate in. It's what I am. Nothing more. Nothing less.

We have served and are serving our nation with distinction as soldiers, officers and yes, as generals and admirals.

IMPACT OF POLICY

Gay men and lesbians are still fighting for what most people take for granted; to get and keep a job based on merit; to walk down a street without being taunted or beaten; to rent an apartment or buy a house; and, yes, to serve our country.

It is the current policy that has kept countless men and women leading secret lives in uniform. The ban forces service members to compromise their integrity because of the unfairness of arbitrarily discharging soldiers based on their sexual orientation.

CIVIL RIGHTS AND CITIZENSHIP

This issue has everything to do with discrimination in the military. Like racial or ethnic origin or gender, sexual orientation or status has no bearing on how great a

contribution an individual can make to the United States. The fear and prejudice against gay men and lesbians in the military is similar to the fears manifested at the racial integration of the Armed Forces decades ago. The threat of expulsion or denial of promotion and key assignments makes it extremely difficult for gay men and lesbians now serving in the military to work openly for their own rights.

The focus of the current policy is on discrimination. Morally and legally, I do not understand the position taken by some that the military has the right to discriminate. As American citizens we will not have the full freedom and equality of lesbian and gay Americans until the Department of Defense recognizes, respects and welcomes homosexual service personnel. Our country was founded on diversity; homosexuals are included in the "pursuit of happiness."

The arguments against allowing homosexuals in the Armed Forces are generated more by emotion than by reason.

GOAL

What homosexuals are demanding is not protection for behavior, but the ability to do something we admire: To put our lives on the line for our country. There is no more basic expression of full citizenship, no better way of demonstrating a commitment to shared purposes. Legal inclusion of gay men and lesbians in the military is essential.

Opponents of gay men and lesbians in the military sometimes argue that granting this most basic right would amount to social sanction of what they see as sinful behavior. But since when has sainthood been a requirement for military people? Those who make this argument usually regard adultery and premarital sex as a sin. Yet no one is proposing to dismiss adulterers or swinging singles from the Armed Forces unless they abuse the rights of others. Homosexuals are perfectly ready to live by just that standard.

What is being sought is fair treatment, justice, honesty, and the right to serve without fear of investigation. We seek equality and acceptance for who we are; freedom to be ourselves. My sexuality is a very important part of my life. But it's still a very small part of what makes me a human being.

SOLUTIONS

The men and women in uniform are the best trained, best prepared, and best equipped fighting force in the world. They are intelligent, educated, and mature adults who will accept the inclusion of homosexuals without creating a problem, if their seniors lead the way. Diversity and sensitivity training for commanders, units, individual soldiers and during recruit entrance briefings will help facilitate the sexual integration. It will also be appropriate to establish measures to ease the friction and hostility from non-gays. Strong leadership and training can overcome the challenges.

Personally, I favor lifting the ban. But we must do it intelligently with our eyes open and with a plan to ensure that the rights of all are protected. Like it or not, it is important to remember that racial integration, the military's last big outside imposed culture shift, did not come quickly, either. We have no reason to expect our military to accept sexual integration any more quickly, although the military already has a long tradition of accepting and keeping known homosexuals, as long as they do a good job, especially when the manpower needs of wartime are paramount.

Some specific actions that will ease the transition include:

- Create a strict code of sexual conduct. Inappropriate sexual conduct must not be tolerated. No one should be victimized by unwanted sexual advances or interest, either heterosexual or homosexual.

- Review the selection process for enlistees and officers to select those individuals who have a propensity to work well among culturally diverse individuals. Focus on cultural change.

- Establish sensible regulations.

- End investigations to ferret out homosexuals in uniform.

- Don't limit assignments; restricted duty assignments are not options; segregation of any type is morally repugnant to all Americans.

• Phase changes over time with specific attention to the reserve forces. This change calls for leadership and creativity. Make changes very deliberately.

• Expand programs and opportunities for women in uniform.

INTERIM POLICY

Implementation of change is a complex social task; however, the change being considered today is not a social experiment. This is not a political or religious issue, it is not a military readiness issue, but rather a civil rights issue.

Don't closet individuals based on their sexual orientation; being closeted didn't keep gay soldiers from being hounded out of the service. We cannot effectively fight the attitudes and laws that put us at constant risk without leaving the closet. As a community, we are finally learning that the simple facts of our lives are the most effective counter to the stereotypes and lies that persist about being gay.

I don't see any compromise on an issue like this. Under the don't ask, don't tell compromise, members of the Armed Forces wouldn't be asked about their sexual orientation and the military would discontinue investigations of gays and lesbians except in cases involving complaints of actual sexual misconduct. But recruits would be warned that gays and lesbians in uniform who publicly declare their sexual orientation would be discharged. One still has the fear of having his or her career taken away from them at any moment.

What happens if someone is found out? Discharges for known or suspected homosexuality will continue.

SUMMARY

It was once unthinkable that black and white soldiers would serve together. It was also once thought that women could not be full participants in our military services. We have moved beyond these prejudices. It is time to move beyond the one against gay men and lesbians.

There are no good reasons for excluding homosexuals from our Armed Forces. The military policy is unsupported, unfair, and counterproductive, has no validity according to

current scientific research, and appears to be based on the same type of prejudicial suppositions that were used to discriminate against blacks and women before earlier policies were changed.

There is no evidence that the order to accept homosexuals will tear apart the cohesive teamwork needed to build effective combat forces.

In the 1950s and '60s, the country saw integration of busses, lunch counters, the Armed Forces, and other public places. In the '60s and '70s we saw expanded opportunities for women. This is still occurring in the '90s, except now the integrationists are gay. The military played a leadership role in the 1940s in fostering integration. I believe that it can now play a similar role in the 1990s in breaking down the barriers of prejudice against gay and lesbian Americans.

The current policy is also a colossal waste of money. The social and economic cost is unbearable. The financial expense of this inexcusable policy is as staggering as its human cost in lives and dollars.

Too many men and women in our Armed Forces who have served their country with distinction in both peace and war have been punished or discharged from the military simply because of their known or suspected sexual orientation. The Pentagon's anti-gay policy has destroyed distinguished careers, turned well-qualified Americans away from military service and shattered the lives of patriotic gay men and lesbians who wish to serve their country. Such a policy has no place in a free country.

It is time for the Department of Defense to discard this policy and recruit its personnel on the basis of performance, potential, and patriotism, not sexual orientation.

In my twenty-three years of service as an Infantry officer I have worked with many homosexual soldiers and officers who, without exception, performed in an exemplary manner. I encourage your active support of the proposed change to end the Department of Defense policy barring gay, lesbian, and bisexual Americans from military service.

We are a nation founded on respect for every individual's rights and freedoms. My being here today is very unusual. I

am a very conservative person with a very comfortable life. I cannot stand by however to watch the senseless destruction of valuable lives and careers.

Thank you, Mr. Chairman.

May 3, 1993

Testimony of

Tanya L. Domi, Former Army Captain

and

Director, Military Freedom Initiative
National Gay and Lesbian Task Force

on

Gays and Lesbians in the Military

before

The House Armed Services Committee

May 4, 1993

Mr. Chairman, Mr. Spence, distinguished members of the committee, it is my pleasure to testify before you today on the subject of gays and lesbians in the military. I am here today as an open lesbian, representing the National Gay and Lesbian Task Force, which has formally advocated for the lift of the ban since 1988. I am also here as a former member of the military that rose in rank from Private to Captain during 15 years of service and affiliation with the United States Army. I come with this message: The time is long overdue to repeal the 50 year-old ban on lesbians and gay men in the armed forces. It is time for the citizens of the United States to recognize that lesbians and gay men have served, currently serve and will continue to serve in the armed forces. But they do so at great personal risk and despite the fact they have sworn to uphold and protect the constitution of the United States, the constitution does not protect them from frightful investigations that have destroyed countless patriotic American's lives. Mr. Chairman, Mr. Spence and members of the committee, lesbian and gay service members of the armed forces should be treated with dignity and respect accorded to all American citizens, without fear of retribution and reprisal at the hands of government sanctioned discrimination.

As someone who served at every level of leadership in the Army from squad leader, to platoon sergeant, to platoon leader to company commander, it is clear to me that lesbians and gay men serve competently, with discipline and honor; they serve for the same reasons that heterosexuals serve: to gain an education, to learn job skills and for love of country. Lesbians and gay men have distinguished themselves in both war and peacetime as documented by Randy Shilts, in his recently published book "Conduct Unbecoming, Gays and Lesbians in the Military" and by Alan Berube's 1990 history of lesbians and gay men in World War II, "Coming Out Under Fire." Lesbians and gays participate in all aspects of American life. We teach school, we are police officers, fire fighters, doctors, lawyers and nurses. We are involved in our communities and hold many positions of leadership from the PTA to the House of Representatives. There is no evidence that the presence of lesbians and gay men has a detrimental effect on our societal institutions.

We are not asking for special rules or changes in Department of Defense policies regulating military standards of conduct. We want to play by the rules. We are only asking that the rules be applied fairly, with parity and without regard to sexual orientation. We strongly support the enforcement of existing DoD guidelines to regulate conduct. The Tailhook scandal is an illustrative case for stringent enforcement of such policies. In fact, the policy banning lesbians and gay men, serves as an egregious tool of sexual harassment of women called "lesbian-baiting" as documented in Benecke and Dodge's article published in 1992 entitled "Lesbian Baiting as Sexual Harassment: Women in the Military." My own personal experience with this form of harassment took place while I was a company commander at Schofield Barracks, Hawaii in 1989. A fellow officer made an explicit sexual proposition to me in the presence of a junior officer during a work related conversation. I reported his misconduct to the next officer in the chain-of-command, who took no action. The officer who made the sexual comments retaliated by accusing me of being a lesbian. I was called in for questioning about my sexual orientation, not because of my misconduct, but because of his. This is the dilemma faced by all military women, including heterosexual women -- if you report sexual harassment, you run the risk of being accused of being a lesbian and being criminally investigated for the harasser's misconduct.

I know many lesbians and gay men who served in the military with a great sense of duty and love of country, and yet lived in constant fear of being discovered by investigators. At the very heart of this heinous policy, are the vicious investigative techniques employed by the military criminal investigative services. The tactics used to determine the sexual orientation of service members are evocative of the McCarthy era. I have personally experienced these tactics while stationed at Fort Devens, Massachusetts in 1974-75. I was awakened and hauled into the investigator's office for two hours of questioning about whether I had visited a gay bar during my off-duty time. I was repeatedly questioned over an 18-month period, had my mail opened and was followed. Undercover investigators attempted to entrap me by offering me drugs. During the investigation I was repeatedly asked for names of lesbian and gay soldiers, with the assurance that investigators would go easy on me. Formal charges were never brought

against me and I was eventually exonerated. My experience is not an aberration -- it is the rule when members of the armed services are suspected of being homosexual. As extensively documented in "Conduct Unbecoming," such tactics are commonplace in all of the services.

It is the investigators' tactics, not the presence of lesbians and gay men that are detrimental to unit cohesion and prejudicial to good order and discipline. Despite the tactics used by investigators against lesbians and gay men to determine their sexual orientation and related activities, 80 percent of those discharged for homosexuality are awarded honorable discharges, as compared to 54 percent of all personnel in the DoD, according to the June 1992 Government Accounting Office Report.

Additional DoD studies, from the Navy's Crittenden report in 1957 to the series of reports conducted by the Defense Personnel Security Research and Education Center between 1988-1990, have discounted the myth that lesbians and gay men pose security risks and have consistently found that there is no rational basis for maintaining the ban.

One of the critic's arguments for maintaining the ban is that the presence of openly gay men and lesbians in the military would increase the incidence of HIV infection in the military population. It is not being gay that puts an individual at risk for HIV infection, but one's sexual conduct, whether homosexual or heterosexual. In fact, current statistics demonstrate that the highest risk groups for HIV infection include young adult men and women, the very populations the military seeks to recruit. The DoD has taken the lead among American institutions in HIV testing, identification, awareness and prevention training. Furthermore, lesbians are the lowest risk group of all sexually active Americans. If eliminating risk of HIV infection in the military were the goal, the DoD should be actively recruiting lesbians.

Another argument used by critics is that the military should not be an agent of social change. When in fact, the military has been at the forefront of significant social change in America and has touted its leadership on racial integration and increased gender equity. General

Colin Powell's position as chairman of the Joint Chiefs of Staff and the recent DoD decision to open up many combat positions to women, are just two more examples of how the military continues to provide increased opportunities to previously excluded groups. Also, witness the transition from a conscripted military to an all-volunteer force in the early 1970s. At that time, critics decried the all-volunteer force as an end to an effective military as we knew it. Twenty years later, without exception, the senior military and political leaderships of the country extol the professionalism of this all-volunteer force. As a matter of public policy, if we want to maintain the best military force in the world, we cannot afford to exclude people for any reason other than their ability to serve.

In conclusion, lesbians and gay men seek only to serve their country without being forced to live a lie. We do not require acceptance; we ask for respect for our dedication to the country and our service in uniform. Gay men and lesbians have given their lives, limbs and livelihoods to the defense of our nation -- now we ask for your leadership in ending the last vestige of government sanctioned discrimination in this country.

TESTIMONY OF THE REV. DR. PAUL H. SHERRY
PRESIDENT OF THE UNITED CHURCH OF CHRIST
before the
HOUSE ARMED SERVICES COMMITTEE
May 4, 1993

Thank you very much for inviting me to testify today. My name is Paul Sherry. I'm speaking today as President of the United Church of Christ, a denomination of 1.6 million members and 6400 local churches. My testimony is based on the policy statements of our General Synod, the most widely representative body in our denomination. Our General Synod and other national bodies have spoken out many times and in many ways affirming civil rights for gay and lesbian persons. While in our system of church governance no one person speaks for or attempts to represent the beliefs of all the members or all the churches, the General Synod does offer moral guidance to our churches and for the nation.

While my testimony today is based on my personal convictions and the position of the General Synod of the United Church of Christ, I have also been asked by many of my colleagues among religious leaders to convey to you their own support for ending discrimination against gay and lesbian persons in the military. While each of us would want to speak out of a distinctive theological tradition, and is accountable to policy bases formulated by differing structures of authority, we share a common conviction that the civil rights guaranteed for all citizens should be guaranteed for gay and lesbian persons as well. Gay and lesbian persons should have the same right to military service as heterosexual persons, and should be held to the same standard of conduct. The religious leaders who have asked me to convey this conviction to you include:

The Rt. Rev. Edmond L. Browning, Presiding Bishop of the Episcopal Church
The Rev. Joan Brown Campbell, General Secretary of the National Council of the Churches of Christ (USA)
The Rev. Dr. Herbert W. Chilstrom, Bishop of the Evangelical Lutheran Church in America
Bishop Frederick C. James, African Methodist Episcopal Church
Dr. C. William Nichols, General Minister and President, Christian Church (Disciples of Christ)
The Rev. Troy Perry, Elder of the Universal Fellowship of Metropolitan Community Churches
Rabbi Alexandar Schindler, President of the Union of American Hebrew Congregations
Dr. William Schulz, President of the Unitarian Universalist Association
Dr. Gordon L. Sommers, President of the Provincial Elders Conference, Moravian Church in America
Bishop Melvin G. Talbert, Council of Bishops of the United Methodist Church

Dr. Daniel E. Weiss, General Secretary of the American Baptist Churches

A letter to then President-elect Bill Clinton in November urging him to carry out his commitment to rescind the ban also carried the signature of Dr. James Andrews, Stated Clerk of the Presbyterian Church (USA).

There are four fundamental points I wish to make today:

1. There is significant support in the religious community for lifting the ban against gay and lesbian persons in the military.

2. The sexual conduct of military personnel, not their sexual orientation, should be the issue.

3. Prejudice should not determine policy.

4. The moral fiber of our nation is very much at stake in this issue.

I. Religious Support for Lifting the Ban

The support of my colleagues among U.S. religious leaders, to which I have already referred, is evidence that a very significant part of the religious community, in most cases authorized by the official positions of national policy making assemblies, has for years urged an end to discrimination based on sexual orientation. Our denomination first passed a resolution in 1969 on "Homosexuals and the Law" urging an end to discrimination in employment, among other things. In 1975 the General Synod issued a major Pronouncement titled "Civil Liberties Without Discrimination Related to Affectional or Sexual Preference." (These documents are attached.) In 1972 the first openly gay minister in our church was ordained by the Golden Gate Association of the United Church of Christ. This action of a regional body was affirmed by the General Synod the following year, and soon thereafter sexual orientation was added to our national Equal Opportunity Policy. As recently as 1991 the General Synod again overwhelmingly reaffirmed the gifts for ministry of gay, lesbian, and bisexual people, urging that they be welcomed and recognized in local churches and regional bodies.

There has been an assumption that throughout church history the church has opposed homosexuality and considered it a sin. Many scholarly studies of church history, however, reveal that this hostility has not been consistent. There have been periods

of fierce opposition, as well as periods of tolerance. The Bible has been used by some as a basis for the condemnation of homosexuality. However, there is much debate about this question and about how to interpret the six brief references to homosexuality contained in the Bible. One thing is clear. Scripture does point us, over and over again, to the core of the Christian Gospel - the need for love to be at the center of our lives and an overriding concern for justice and mercy for the oppressed.

For these reasons, it is distressing to note how this issue is often portrayed as a battle between the religious community on the one hand, resisting any change, and the gay community on the other hand, seeking change. This is simply not accurate. This perception is frequently promoted by the media as was the case, for example, during the recent March in Washington on April 25. The thousands of members of the religious delegation participating in the March were, for the most part, ignored by the media, including the Washington Post, who chose instead to cover the small gathering of religious persons opposing the March with shouted slogans. As you consider this issue of such fundamental public and personal importance, I hope you will take into account the broad support from the religious community I represent today.

II. People of all sexual orientations should be judged by their behavior, in this case specifically by their sexual conduct. People should not be judged by their sexual orientation.

While the religious community and the nation are still in the midst of a profound and difficult debate about the moral character of various forms of sexual behavior, there is a growing conviction that sexual orientation is not an adequate or appropriate basis for judging others. We are what we are and who we are. Before God, all people should be treated with profound dignity, for Jews and Christians alike believe all of us are created in the image of God. From this fundamental principle our forbears developed a constitutional system that has slowly expanded its circle of those afforded equal protection before the law. A person's race or gender no longer can be cause to deny equal opportunity for full participation in our society, including the military. I believe the time has come, indeed is long overdue, to extend this basic American principle to gay and lesbian citizens as well.

Given the fears, misunderstanding, and prejudice surrounding homosexuality in our society, it is not surprising that the change in policy being proposed to the military is being met with uncertainty, resistance, and in some cases hostility. This same reaction has characterized many other sectors of our society, including the church. I would like to share, briefly, the experience of our own church as it has struggled with this issue

in its own life.

When the Golden Gate Association of the United Church of Christ ordained the Rev. Bill Johnson in 1972, he was the first openly gay or lesbian person ordained by a mainline Protestant denomination. What made this significant event possible? It was the fact that Christians in the San Francisco Bay area had come to know Bill Johnson. He was not a cause but a person. Because they knew him they were able to see and appreciate his ability. They had grown to trust him, his integrity, and his gift for ministry. Rather than judge him for his orientation, they were able to judge him on the basis of his conduct. Preconceptions and prejudices fade before the knowledge of a person's character, conduct, and ability. The process of transformation is slow. It is still difficult for many church people to get to know gay and lesbian Christians because the church is not generally perceived to be a safe place for homosexual persons to reveal their orientation. In spite of the challenge, however, we are working at the task of creating safe and accepting environments.

I believe this experience can be repeated in military service. Gays and lesbians are already serving in the military. They need to be judged, not on their sexual orientation, but on their whole being, on their conduct and their integrity and their skill and their principles and the way they perform their duties. The current policy forces gay and lesbian persons to lie. They are forced to commit an immoral act: to lie about who they are. I believe when they are allowed to tell the truth and to be known, trust will build, just as it is slowly beginning to build in the church.

As we have watched thousands and thousands of church people grow in their understanding of human sexuality, there is one consistent factor in this profound cultural change: Heterosexual people in our churches have begun to know openly gay and lesbian Christians, and as that has happened, old assumptions and stereotypes have disappeared. We believe that will happen in the military.

So what we are asking for is simply an end to discrimination based on sexual orientation. As the focus shifts from orientation to behavior, we recognize that many issues of sexual conduct or misconduct will need to be examined and addressed. We expect that the military, which already has quite different rules for sexual behavior than the general society, will need to extend those same rules to gays and lesbians. Given the problem of sexual harassment revealed in such recent events as the Tailhook scandal, questions of adaptations to the code of conduct for openly gay or lesbian persons may in fact be only a small portion of the much larger question of sexual conduct by all military personnel.

III. Prejudice should not determine policy.

Few would maintain today that the current policy can be defended by arguing that gay people are not good soldiers. The honorable and courageous service of countless gay and lesbian persons clearly contradicts this. Instead, the rationale for keeping the ban now largely centers on what it will do to morale, unit cohesion, mutual trust, recruitment, and retention. In other words, the current ban is based on how the military believes straight soldiers will react to openly gay and lesbian soldiers. The military fears the prejudice of its own troops. The ban assumes that homophobia is in control and that commanders are either unwilling or unable to change that.

Many have noted that these same fears and objections were raised when the military faced racial integration and when the military faced admitting women. The echoes of previous prejudice are audible today. Therefore, I assume that many of the same techniques that have helped the military make adjustments to race and to gender differences will be helpful in the current context. One key is certainly leadership. Strong military leadership is necessary to maintain a work environment which is comfortable for all personnel. The command needs to set the tone for the troops to follow. Commanding officers can be responsible for insuring that sexism, racism, and homophobia are not supported or condoned in their units.

In this regard, we greatly admire the leadership that President Clinton has exhibited on this issue. If we are to rid our society of homophobia, strong leadership is needed. We appreciated that leadership from President Clinton, and we ask for that same leadership from the Congress, and from the military.

This is a time of societal change, change that is long overdue. We have watched heterosexual members of our churches change as they have come to know gay and lesbian Christians on a personal basis. Prejudice is based, in part, on fear of the unknown. It is time to end a discriminatory policy based on prejudice, a policy that itself promotes prejudice.

IV. The moral fiber of our nation is very much at stake in this debate.

Some would argue that our society's very structure is being undermined by gay and lesbian persons declaring their orientation openly and demanding the civil rights guaranteed to all other American citizens. We see it quite the opposite. For the ban against gays and lesbians in the military runs counter to all the basic principles of our nation: liberty and justice for all. To allow the military to discriminate is morally intolerable and

contradictory to the values that undergird our society.

To quote from our 1975 General Synod Pronouncement, "Denial and violation of the civil liberties of the individual and her or his right to equal protection under the law defames that worth and dignity and is, therefore, morally wrong. Our Christian faith requires that we respond to the injustice in our society manifested in the denial and violation of the civil liberties of persons whose affectional or sexual preference is toward persons of the same gender."

Mr. Chairman and members of the Committee, I urge you to do that which is morally right, that which leads us toward a society free from fear, a society that encourages honesty and accountability, a society where prejudice is overcome. Please end discrimination in the military. Thank you.

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NCOA

Non Commissioned Officers Association of the United States of America

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STATEMENT OF

FORCE MASTER CHIEF CHARLES R. JACKSON, USN, (RET)

PRESIDENT AND CHIEF EXECUTIVE OFFICER

BEFORE THE

COMMITTEE ON ARMED SERVICES

HOUSE OF REPRESENTATIVES

FIRST SESSION, 103D CONGRESS

REGARDING

HOMOSEXUALS IN THE ARMED FORCES

MAY 4, 1993

Chartered by the United States Congress

Mr. Chairman, I am Force Master Chief Charles R. Jackson, U.S. Navy (Retired), President and Chief Executive Officer of the Non Commissioned Officers Association of the United States of America (NCOA). NCOA sincerely appreciates the opportunity to appear today in opposition to the lifting of the long-standing policy of the Armed Forces of the United States to deny service to homosexuals in the uniformed components of the Army, Navy, Marine Corps, Air Force, and Coast Guard. NCOA is a federally-chartered organization representing 160,000 enlisted members of the Armed Forces of the United States; active, guard, reserve, retired, and veteran. The testimony offered today represents the unanimous view of the NCOA membership; 80 percent of whom serve on active duty. The message of the association's testimony is to voice disappointment with the interim policy compromise issued by the President on January 29, 1993. NCOA has expressed dissatisfaction that the action was taken without hearing the concerns of the active duty enlisted community, the group that is most affected in terms of degradation of morale and good discipline when implementing such a drastic change in policy.

COMMITMENT

In compliance with a Resolution passed by unanimous consent of the membership at the 1992 NCOA Annual meeting held in Reno, Nevada, in July 1992, this association is and will remain committed to the active opposition of legislation, regulation or Executive Order directing the recruitment and retention of homosexuals in the Armed Forces. Therefore, the issue of allowing admitted homosexuals the opportunity to serve as members of the armed

forces is not one where NCOA will consider compromise or "trade-offs" that would demonstrate support for any change in the previous Department of Defense policy whatsoever. In this regard, this association has and will continue to support any or all efforts by Members of Congress to hold hearings on the issue or to enact legislation that would ban homosexual recruiting and retention.

DISCRIMINATION AND EQUAL OPPORTUNITY CONCERNS

In the face of discrimination and equal opportunity arguments, NCOA suggests to this Committee that the recruitment and retention of homosexuals in the U. S. Armed Forces is not a situation analogous to the full integration of African-Americans into military service. That action corrected a racial inequity based on an inert, benign characteristic, skin color. Homosexuality is a behavioral characteristic. Recruiting and retention of homosexuals would force upon others tolerance of a lifestyle many consider abnormal and totally unacceptable. Neither is the situation analogous to the recruitment of women. Again, it is an attempt to equate an inert physical characteristic to an active behavioral one. There can be no doubt that any change in traditional DoD policy would only serve to disrupt the good order and discipline of the services.

MORALE

Military service is not a job as suggested by many. It is, in fact, a way of life with many

fundamental differences. Service in the armed forces is a unique calling. Military men and women must be prepared to live anywhere, fight anywhere, and yet maintain high morale and combat efficiency under frequently adverse and difficult conditions. They are asked to undergo frequent exposure to risk, long hours, periodic relocations and family separations. In doing so, military members willingly accept some abridgment of their freedom of speech, their right to privacy, and control over their living and working conditions. These are all personal prices paid on a daily basis. Further erosions in these rights, particularly in the area of privacy and living conditions, to accommodate the enlistment of homosexuals will be devastating. Morale in the armed forces is a fragile asset. It can be instantly destroyed even by those acting with the best of intentions. History has proven that the degradation of morale quickly leads to the erosion of discipline, diminished performance, poor retention, readiness reduction and recruiting difficulties.

NCOA submits to the committee that President Clinton's compromise to the previous policy has already caused recruiting difficulties and caused tremendous unrest within the ranks. Some "fixes" suggested to accommodate homosexuals in the military services have been to restrict them from combat duty and duty aboard ships and provide separate living facilities. NCOA is appalled that such unfair assignment policies would even be considered. Today's armed forces are being drastically reduced to levels where any rationale American should reasonably expect troop readiness levels to match "boots on the ground" war fighting capabilities. NCOA has continually insisted that there has been no evidence that the addition of homosexuals to military ranks will improve the quality of the forces. The mere suggestion

of separate assignment policies, conflicting rotational requirements, and living facilities to accommodate their presence confirms the position.

LEGAL RAMIFICATIONS

Not withstanding the recent compromise in recruiting and retention policy, sodomy remains a felony under the Uniform Code of Military Justice (UCMJ) punishable by up to 25 years at hard labor. Additionally, twenty-six states have laws against sodomy. Accordingly, this association is compelled to suggest to the committee that permitting homosexuals to serve in a military capacity would place the services in a position to further micro-manage a force where world-wide deployability requirements of its members are questionable. Therefore, NCOA suggests to the committee that prior to any further changes in current policy, efforts must be redirected to making homosexual conduct legal in all states and foreign countries before imposing tolerance of it on members of the armed forces. Just as it would not be reasonable to force the FBI to hire agents ineligible for service in all states, it is not reasonable to expect the military to recruit people who are not eligible for duty throughout the United States and the rest of the world.

INSTITUTIONAL INTEGRITY

The armed forces of the United States are not a cauldron of social experimentation or change that should be mixed and stirred to satisfy personal opinions or political debts. In this regard,

NCOA simply does not understand this obvious "rush to judgement" especially when such action is contrary to the advice of the military service chiefs who collectively possess years of experience in handling morale and disciplinary problems. Historically, when critical decisions affecting the armed forces are necessary, the advice of our top military leaders is sought and virtually always heeded. However, in the issue regarding homosexuals in the military, their advice was sought and has been all but ignored. These military professionals are this Country's foremost authorities in matters relating to what is best for the armed forces. They are responsible for making decisions that are in the best interests of the members of their respective services. Consequently, military members depend on them to make leadership recommendations and decisions that protect the institutional integrity of the armed forces.

NCOA suggests that the President's administrative compromise succeeds only to permit the use of the armed forces for the purpose of social experimentation and has served only to disrupt and degrade the institution recognized as the very best in the world. Again, the relaxation of the traditional DoD policy has resulted in no quality and ability improvements being experienced within the armed forces. To the contrary, it has served to cause unrest and a loss of leadership confidence by military members.

FRAUD, WASTE, AND ABUSE

One particular item of rationale used to support the President's compromise of the previous policy has been the high cost of recruiting, training and assigning service members, only to

discharge them when their homosexuality is acknowledged or determined. NCOA agrees that such a procedure is costly; however, the separation of individuals for homosexuality should not be of primary concern in terms of financial loss. During the period 1980 through 1990, DoD reports that 16, 919 were separated for homosexuality, the majority of which were directly related to personal misconduct. The remainder were fraudulent enlistment matters in which the individuals concerned received some level of training and compensation. What is not discussed is that DoD involuntary separated 996,925 personnel during the same decade or an average of 90,630 people a year for failure to meet minimum behavioral or performance criteria. This Association suggests that to change previous policy using monetary loss to the government as the incentive is not substantiating justification. Military readiness demands such discrimination to insure the quality of people in America's profession of arms. The cost of maintaining a fighting force of the desired caliber is inconsequential when compared to loss of lives, lost battles, or a lost war.

EFFECTS OF CHANGE

The compromise in the previous policy to deny military service to homosexuals has obviously caused the military services to entirely reevaluate the ways in which they currently conduct business. Besides having to deal with the integration of homosexuals into the military ranks and the associated problems of peer acceptance, NCOA envisions a whole litany of other problems or situations that are soon to develop or simply surface simultaneous with any final decision to enlist and retain homosexuals in the armed forces. Some of the obvious problems

might range from increased numbers of disciplinary actions for violations of the UCMJ to unrest and skepticism within the ranks and inequitable assignment policies. In time, however, NCOA suggests that the military services may very well be forced to address such problems as homosexual/lesbian marriages, housing assignment policies, separate living quarters, homosexual clubs and service centers, and the fear of HIV contamination.

NCOA is of the opinion that action to permit homosexuals to serve in the military services must inevitably include the acceptance of their lifestyles and sexual practices. That, in turn, means concessions to that lifestyle. Those concessions must inevitably include providing housing, military and veteran health care, survivor, and other dependent benefits to "life partners" of homosexuals. NCOA believes this is too high a price to pay for social experimentation.

BUDGET AUTHORITY

The consideration to introduce homosexuals into the military demands a thorough review of budget requirements to support institutional change determined necessary for their accommodation in the military. Military health care and more importantly Veterans Health Care provided by the Department of Veterans Affairs are areas of specific budget concern. Health risks associated with homosexual behavior must be calculated into health care budget process. If this nation determines to accommodate the homosexual and their practices in military service, it must be prepared to provide medical support as required.

The Department of Veterans Affairs AIDS Patient Registry dated September 30th, 1992 reports a cumulative total of 14,080 veterans patients at VA Medical Centers (VAMCs) across the United States. Current trends indicate approximately 200 new AIDS cases a month at VAMCs for a projected annualized growth of 2,400 patients. Moreover, most patients report that they contradicted AIDS through homosexual misconduct. Annual cost of treatment of one AIDS patient is in excess of $25,000. The answer to the previously addressed question of military "Service Connection" for AIDS infected personnel may also present a significant budget implication for disability compensation and later burial/survivor benefits. These factors have tremendous budget implications for a nation attempting to resolve a national fiscal deficit. In the professional judgement of NCOA, there is no fast answer to any of these questions.

The nation's future National Health Care Proposal must also include consideration of fiscal implications of health care for delivery to significant others exposed to AIDS by their military "partners". These people are all at significant health risk and must be considered in any national health care proposals.

CONCLUSION

It seems once again some must be reminded that the purpose of the armed forces is to defend the nation, not to serve as a laboratory for social engineering. Service in the military is a privilege. It is not a right as some proponents of lifting the previous ban contend. If it were

a right then the military would not decline to accept the services of those who fail to qualify mentally or physically or those with criminal records or histories of illegal drug abuse.

It is the opinion of NCOA that those seeking enlistment of homosexuals in the armed forces are looking for a short-cut to validation of the homosexual lifestyle. The President's compromise permitting homosexual recruiting is an instant victory for those seeking validation.

RECOMMENDATION

NCOA appreciates this committee's efforts to conduct hearings on this issue and hopefully provide its counsel on the matter highlighting the potentially long-term effects on the All-Volunteer Force. This is not a simple matter of rescinding a long-standing policy in a rush to judgement bid that implies that all will be well. It is in real terms a situation that goes much deeper with anticipated problems that must be addressed prior to directing any type of change. It has taken this nation many years to develop a well educated, quality force of dedicated men and women that comprise the best military organization in the world. It is appropriate that the new Administration proceed with caution only after considering the opinions of the noncommissioned and petty officers of the armed forces who have to implement any changes in policy. They should know better than anyone if the addition of homosexuals to the ranks is necessary and in the best interests of this Nation's downsized military fighting forces.

Thank You

TESTIMONY

of

CHAPLAIN (BRIGADIER GENERAL) JAMES M. HUTCHENS
ARNG, Retired

Before the

HOUSE ARMED SERVICES COMMITTEE
The Honorable Ronald V. Dellums, Chairman
United States House of Representatives
2118 Rayburn House Office Building
Washington, D.C.

MAY 4, 1993

(complete version)

Mr. Chairman and members of the committee, I am Chaplain (Brigadier General) James M. Hutchens, ARNG, Retired. I am the pastor of Christ Church of Arlington, Virginia affiliated with the Presbyterian Church in America. I speak for the Presbyterian and Reformed Joint Commission on Chaplains and Military Personnel as well as the National Association of Evangelicals, as the Associate Director of their Chaplains Commission which represents some 50,000 churches from 70 denominations with 15 million constituents in America. The NAE Chaplains Commission endorses over 700 chaplains to the Armed Services. I speak as a private citizen, not as an official representative of a service or a branch within the military.

I come to speak to that aspect of the homosexual issue represented by the "M" word. The word that, for one reason or another, has not been surfaced with sufficient visibility to allow for adequate debate. The word that has been "tip-toed around" by many in our military and political leadership, for fear of unleashing the wrath of the homosexual movement of this country. The word about which the clergy in general, but more specifically military chaplains, could and should be speaking out with the voice of "a trumpet that sounds a clear call." (Cf. 1 Corinthians 14:8) The "M" word, of course, is MORALITY. I have come to speak to the moral dimension of the issue of homosexuals in the military. Professor David A. Schlueter, a law professor from St. Mary's University, in reality set the context for this debate when he stated on the first day of Senator Nunn's Senate Armed Services hearing on March 29, 1993,

> "A key question before Congress is whether the military...should be required to accommodate a status or behavior which many service members, civilians and potential service members would find unacceptable on moral or religious grounds."

In speaking to this issue, I will not be held hostage by a verbal terrorism that seeks to intimidate and strike fear by hurling charges of "bigot," "homophobe," or "intolerant." History has shown that those who make the loudest and most strident calls for tolerance, seeking to silence the opposing view, invariably become those whose attacks are the most intolerant and malicious. As economist Thomas Sowell, a senior fellow at the Hoover Institution has astutely observed,

> "When (homosexuals) resort to cheap shots about 'phobias', it suggests that they cannot argue the merits of the case."

As a chaplain, I am speaking out, recognizing that the issue of morality is inseparably tied to the corporate virtue of the people of this nation. As Samuel Adams has correctly noted,

> "A general dissolution of principles and manners will more surely overthrow the liberties of America than the whole force of the common enemy. While the people are virtuous they cannot be subdued; but when once they lose their virtue they will be ready to surrender their liberties to the first external or internal invader."

More recently Clare Booth Luce has agreed when she asks,

> "In what direction can we say Americans are going? Are we, as a people, going on the high road of the universal morality or the low road of the universal

immorality? The question is a crucial one for the future of our country. All history bears witness to the fact that there can be no public virtue without private morality." (Clare Booth Luce)

John Adams concurred when he said,

> "Public Virtue cannot exist in a Nation without private virtue and public virtue is the only Foundation of Republics."

On one occasion, President John Adams noted,

> "We have no government armed with power which is capable of contending with human passions unbridled by morality and religion. Our constitution was made for a moral and religious people, it is wholly inadequate for the government of any other."

Today there can be little question that we are engaged in what sociologist James Davison Hunter refers to in the title of his recent book: Culture Wars: The Struggle to Define America. Hunter recognizes, as many do, that "the culture war is about who we are as a nation and who we will choose to become." The author believes that not since the CIVIL WAR has America been as divided. I would agree with that observation and also with the observation that fundamentally, the reasons for this cultural war are our different concepts "of moral authority over different ideas and beliefs, about truth, about the good, about obligation to one another, about the nature of community." No where do the opposing concepts of moral authority clash as they do over the issue of homosexuals in the military.

Adding another dimension, William J. Bennett in his book, The Devaluing of America: The Fight for our Culture and Our Children, speaks of the deception perpetrated by what is called "values clarification programs in American schools."

> "The values clarification movement didn't clarify values, it clarified wants and desires. This form of moral relativism said, in effect, that no set of values was right or wrong; everybody had an equal right to his own values, and all values were subjective, relative and personal. This destructive view took hold with a vengeance."

I would submit that it is this same attitude toward basic values based on a self-centered, relative totally personal concept of moral authority which is at the core of the debate over the ban on homosexuals in the military. To demonstrate, I will consider three areas where the moral dimension most visibly impacts the issue of homosexuals in the military.

READINESS, RECRUITING AND RETENTION AND RELIGIOUS RIGHTS

REGARDING READINESS

The focal point of whether or not homosexuals should be allowed to serve in the military is indeed on the issue of readiness. When all the indexes of readiness indicators are considered, to include effective training, state of the art equipment and technology, and excellence in leadership, the most critical indicator of readiness is the morale of the soldier. Morale speaks to his spiritual and emotional state.

General of the Army, George C. Marshall, said this:

> The soldier's heart, the soldier's spirit, the soldier's soul are everything. Unless the soldier's soul sustains him, he cannot be relied on and he will fail himself and his country in the end.

Anything that threatens the cohesion and bonding of soldiers together, as the presence of avowed homosexuals invariably does, particularly in combat, adversely affects the soldier's morale and thus his combat effectiveness. The Navy is seeing this today. The imposition of Petty Officer 1st Class Keith Meinhold back in the ranks has been a disruption to the cohesion of his unit as well as resulting in a marked diminishing in the morale...and this is in a peacetime climate.

Paddy Griffith, long time senior lecturer in War Studies at the Royal Military Academy at Sandhurst (England) asks a question that is at the heart of the issue. "What gives a soldier the will to fight?" After a lengthy discussion, he concludes, and I agree, it is the soldier's sense of moral ascendency. That is, he believes his cause is right and just. He may well believe God is on his side. His leaders are courageous and are concerned for his welfare. He trusts his fellow soldiers. They are buddies, they are bonded, they will protect one another and if need be, put themselves in harm's way for the sake of each other.

I would add that for the vast majority of soldiers, there is a sense of moral ascendency that has been shaped by the values instilled in their religious upbringing. Their understanding of what is right and wrong is ultimately based on religion. Requiring those whose religious and moral teaching unequivocally opposes homosexuality to serve with practicing homosexuals, is to be cynically insensitive and results in a concentrated attempt to squash and suppress the religious values of that morality. It is to establish and impose a type of religion - a non-value religion. It is a recipe calculated to impair combat effectiveness and diminish a unit readiness posture.

As a battalion chaplain in Vietnam, I recall a young soldier coming to me just before a combat operation. He had already served for nearly two years in the Army with nearly six months in country, and he now wanted to claim the status of a Conscientious Objector. While the military does support a CO status, it does require confirmation, usually by a chaplain, who, after an investigation, makes a recommendation to his commander. After talking with the soldier's platoon sergeant and others in his unit, as well as his company commander, I concluded that the soldier was known and perceived as a homosexual and that his fellow soldiers did not want him with them during the upcoming operation. Returning to the soldier, I told him what I had been told. He neither confirmed or denied that he was homosexual, but stated that he was fearful of what might happen to him during the next operation. I was also convinced that it was not because of religious scruples that he wanted the CO status. My recommendation to this commander was not that he grant the soldier CO status, but that for the safety of him and his

fellow soldiers, that he be kept back at base camp, with a possible transfer to Brigade Headquarters. The Commander followed my recommendation, recognizing that the combat effectiveness, and the morale and cohesion of his unit would be adversely affected if he allowed a known homosexual to go out on the next combat operation, or to return to the unit after he did not want to go into battle.

To disregard the moral values instilled in the basic religious upbringing of the vast majority of our service members will invariably impair combat effectiveness and diminish unit readiness. People in combat do not want to be in a life and death environment with those with whom they cannot bond morally. A lowering of morals brings a lowering of morale - a lowering of trust - and results in a lowering of the will to fight.

REGARDING RECRUITING AND RETENTION

Newspaper columnist Don Feder, author of the book, A Conservative Jew Looks at Pagan America, wrote in a column last year,

> "Homosexuality is the metaphysical negation of life. Incapable of reproduction (giving life) it can replenish its numbers only by seduction."

Indeed, that is a chilling prospect for parents to consider when they give counsel to their military age children as to whether or not they should enter the military.

Allow me to share a personal perspective. I entered the Army as an enlisted man in June of 1955. As a young man without much direction or purpose in life, I was converted to the Christian faith through the ministry of my regimental chaplain. Following my enlisted tour, I got out of the Army and returned to college, graduated from Seminary and returned to active duty as a chaplain. I retired in November 1992, with a total of 37 years enlisted and commissioned service, on active duty as well as with the USAR and the National Guard, and with the rank of Brigadier General.

All through those years, and especially during the time when our children were being raised, my wife and I felt there was a moral climate conducive to spiritual growth and maturity in the military. We felt safe and confident about living on a military post, in a military environment. Our children went to school and took part in many social and sports activities on various military installations. In addition, our son was a top honor graduate from an excellent high school. He applied for entrance to the United States Military Academy at West Point. He was accepted and graduated with honors and served his country with the 82nd Airborne Division. We felt confident that he would be in an environment that was compatible with personal morality.

I relate this to you with this caveat. If the ban on homosexuals in the military is lifted and there is no legislation on the part of Congress to countermand the President's decision, I could not with a clear conscience nor would I encourage my son or anyone's son or daughter to go into the military. I would not recommend West Point or Annapolis, because they would be under the same mandate to admit avowed homosexuals. I could not recommend even a tour of duty in the

military, much less a career, knowing full well that the open avowal of homosexuality in the military would serve as a moral affront to personal values and to religious convictions. The climate would not be conducive to their cultivation and development.

Not only do we of this Council of Military Chaplains feel this way, but I can assure you that millions of Americans who share a common heritage and commitment to the Judeo-Christian legacy likewise feel this way and they will discourage their sons and daughters from entering the military. And this is all within the context of a volunteer military. This does not even begin to address these same issues within the context of the draft, should that ever be necessary again.

In addition, the research shows that 74% of males with no college are opposed lifting the ban on homosexuals in the military. This is the target group for the military's prime recruiting market. In order to meet the military manpower requirements of the future, it is likely that the draft would have to be reinstituted. All of this because the Commander in Chief has gone on record as loathing what are now his troops, and seeks to impose the presence of a life-style that is physically repugnant and morally detestable to a majority of service members.

Retention, on the other hand, poses an altogether different set of problems. The Los Angeles Times reported in February 1993, that in one survey, 46% of the soldiers said that if the ban on homosexuals was lifted, it would definitely impact their decision to re-enlist, and another 11% categorically said they would not re-enlist.

What could likely happen is that there would be widespread claims of Conscientious Objector status, not on the grounds of pacifism or the immorality of war, but on moral and religious grounds opposed in principle to homosexuality. One might well expect a demand for early release from the military based on the change of rules guiding military life. Service members could legally say, "These were not the laws and rules under which I entered the military and now you have changed the goal posts in the middle of the game, and I want out - with pay."

More serious, however, would be those who refuse to leave but continue to maintain a strong moral and religious opposition to the open presence of homosexuals. What may well emerge is a growing movement within the military of non-violent mutineers whose "sit ins" and "work stoppage" activities become a paralyzing element in the military as a whole. To say the least, such activities would both stem from and result in reduced morale and effectiveness. Such activities would result in a loss of mission focus, within a unit and in a command at large.

Further, consider the aspect of military rank in this question of lifting of the ban of homosexuals. Non-homosexual service members simply do not like to work in an environment that exists when an avowed homosexual is present, especially when rank and authority are factored in. I well remember the devastated morale of many soldiers in a unit I was assigned to, who had to work with and for a homosexual Warrant Officer. This officer was able to assume and exercise an inordinate amount of power, way in excess of his rank and position. He used his rank and power abusively to control and manipulate those not only in the office, but throughout the command. In displays of unabashed arrogance and power politics, he would humiliate and demean soldiers, particularly those over whom he had immediate authority. These people were routinely victimized. While his behavior was reported many times to me, to the IG and the

Commander, for some reason he was allowed to remain entrenched over his self-appointed fiefdom. He has since died of AIDS, but during his reign of terror there were endless requests for reassignment and many, having no other choice, simply refused to re-enlist and left the military.

Invariably, when homosexuals have power and rank, there is the potential for malicious and unfair suppression of any opposition, and for a vicious and vindictive attitude over any who are not in their favor. I have seen evidence of tampering by a homosexual officer with an OER (Officer Efficiency Report), which is the standard report card in the military which greatly affects the soldier's career. When this tampering was reported, nothing was done to correct it.

Finally, regarding retention, our ability to maintain a strong national defense could well be compromised if there is a reduced retention rate. If the Exclusion policy is lifted, be assured those with a strong sense of moral values based on religious beliefs will provide a modern day exodus from the Egypt of the military.

REGARDING RELIGIOUS RIGHTS

One of the most pernicious effects that would result from the lifting of the ban would be the cavalier disregard and the blatant trampling of the religious rights of non-homosexual service members, those rights guaranteed by the First Amendment to the Constitution.

As has been noted, much of the opposition to the lifting of the ban is based on morals and values instilled through religion. Christianity, Judaism, and Islam are united in opposition to homosexual behavior. The Koran, with Lot as God's spokesman to the inhabitants of Sodom warns, "You commit indecent acts which no other nation has committed before you. You lust after men and assault them on your highways. You turn your gatherings into orgies..." To which God says He "Shall bring down a scourge from heaven upon the people of this town to punish them for their sins." (The Spider 29:27 & 33). In the Torah of Judaism, the Old Testament totally forbids homosexual behavior. God through Moses declares in Leviticus 18:22, "Do not lie with man as one lies with a woman; that is detestable." In Leviticus 20:13 homosexuality is seen as a capital offense in the eyes of God. "If a man lies with a man as one lies with a woman, both of them have done what is detestable. They must be put to death; their blood will be on their own heads." The New Testament records an unequivocal denunciation of homosexuality in Romans, Chapter One.

> The wrath of God is being revealed from heaven against all the un-godliness and wickedness of men who suppress the truth by their wickedness (vs. 18)...For although they knew God, they neither glorified Him as God nor gave thanks to Him, but their thinking became futile and their foolish hearts were darkened (vs. 21)...They exchanged the truth of God for a lie (vs. 25)...Because of this, God gave them over to shameful lusts. Even their women exchanged natural relations for unnatural ones. In the same way, the men also abandoned natural relations with women and were inflamed with lust for one another. Men committed indecent acts with other men and received in themselves the due penalty for their

perversion. (vs. 26-27)...Although they know God's righteous decree that those who do such things deserve death, they not only continue to do these very things, but also approve of those who practice them." (vs. 32)

In summary, then, the Scriptures give these guidelines regarding homosexual behavior:

1. The wrath of God is being revealed against it.
2. It is based on a refusal to honor God.
3. It is based on ingratitude toward God.
4. It is based on a willful choice.
5. God has lifted his restraining hand.
6. What starts as a choice becomes all-consuming.
7. Those who practice it know full well God's decree, yet continue to aggressively promote this behavior.
8. Condoning homosexuality is wrong, and is a further step away from God.

This last point, condoning homosexuality, is a major factor in this issue. It is against the faith and religious beliefs of those who follow the Bible to condone homosexuality. Many, if not most service members share these religious beliefs about homosexuality.

It is from these and similar Biblical teachings, which have shaped the moral values and commitments of millions of Americans, that much of the support of the exclusionary ban on homosexuals comes. The right to believe these teachings is a fundamental right guaranteed by the Constitution.

The homosexual movement, however, has not only gone on record as demanding that the ban be lifted, but that indoctrination and sensitivity classes be required to train all military personnel that homosexuality is morally neutral. Neutrality is impossible on this issue. For the military to yield to this demand would place the government in the position of "establishment of religion," which is a clear violation of the First Amendment. In effect, the military would be placed in the malodorous position of teaching service members that their moral values, based on their religious upbringing, are wrong. But even worse would be the establishment of a politically correct religion that affirms homosexuality as morally acceptable. That, I submit is unconstitutional. A pandora's box would be opened that would invite a deluge of law suits, further compromising the effectiveness and readiness of the military.

To require service members to serve with those whose status and thus their behavior is in direct opposition to their own religious and moral beliefs, is to show a gross insensitivity to and disregard for those beliefs, and to provide a climate where those beliefs and values are institutionally "trashed." This, I would submit, is totally unacceptable and is calculated to fuel the outrage of millions of Americans.

To add insult to injury would be the inevitable admission of homosexual chaplains into the military. Chaplains are required to provide ministry for personnel of their own faith group, as well as to whatever group they are assigned. Chaplains are not called to a congregation, as in the civilian ministry, they are assigned, and the unit is not given a choice. When chaplains' morals

are in question, they lose all credibility with those to whom they minister. The homosexual chaplain simply would not be accepted by the vast majority of military personnel. Not in times of peace. Certainly not in times of war, which is the ultimate goal of all military readiness. Surely the soldier lying on the battlefield with a sucking chest wound and calling for a chaplain has the right to expect the solace, comfort and ministry of a chaplain whose presence and touch is not morally offensive or physically repulsive. A wounded or dying soldier deserves something better than the morally compromised ministry of a homosexual chaplain.

Having served in combat with soldiers under fire, I would offer this observation. In the heat of battle, when life expectancy is uncertain, a soldier does not fight and die for flag, country or unit colors. His instincts take over. What he does is a product of those forces and influences that have shaped his character. In most cases, at some point in his life, he has received religious training. Those influences surface in combat. He calls on God. He seeks God's protection and preservation. His basic instincts are survival. And he only wants around him those he can trust; those he has bonded with; those who share similar values; those leaders whose values he respects and whose example and orders he will follow. Homosexuals simply do not provide the kind of shared value climate or the possibility of trust and bonding so absolutely vital for cohesion in combat.

Finally, chaplains are called and committed to provide care, comfort and compassion to all service members. They are the wounded healers of the military. That is their legacy and will certainly be the hope of their future. Their ministry extends to saint and sinner alike, but they are also the conscience of the military. They are the moral gatekeepers of a unique social institution, the military. While they must show compassion to the sinner, they must likewise confront the sin. For only then can they be the agents of reconciliation, healing and wholeness that God has called them to be. The ministry of a homosexual chaplain would be irreparably crippled as a result of his/her moral lapse. It would be a grave mistake to lift the ban and allow for the ministry of the entire chaplaincy to be compromised. The exclusion policy must be maintained.

APPENDICES
TO

TESTIMONY OF
THE REV. DR. PAUL H. SHERRY
PRESIDENT OF THE UNITED CHURCH OF CHRIST

before the
HOUSE ARMED SERVICES COMMITTEE

May 4, 1993

APPENDIX 1
TO

TESTIMONY OF THE REV. DR. PAUL H. SHERRY
PRESIDENT OF THE UNITED CHURCH OF CHRIST
before the
HOUSE ARMED SERVICES COMMITTEE

May 4, 1993

WHAT THE BIBLE HAS TO SAY ABOUT HOMOSEXUALITY

by
The Rev. Jay Lintner
Director, Washington Office, UCC Office for Church in Society

The gulf which divides the religious community on the issue of homosexuality is very much related to a basic division in the religious community on how one reads the Bible.

Fundamentalists and more conservative Christians see the Bible as literally true, as word for word the Word of God. Mainline church people in general see the Bible as the story and history of God's saving acts. Isolated passages of scripture need to be interpreted in terms of the fundamental themes of scripture and in terms of the witness they make to the God revealed in Jesus Christ. When scripture seems unclear or ambiguous or contradictory, the context for the scripture becomes very important. Rather than pull the questionable text out of context and make it a general rule for living, the context is explored, to see what that text meant to the people who wrote it and to the people who first read it. Words and meanings change, and if one wants to understand what is the Word of God that speaks through the Bible, one has to seek to understand the text in its historical context and its literary setting to understand the meaning and see the witness to God being made.

There is an assumption that the Bible condemns homosexuality. Actually, this is highly debatable. On many issues the Bible is extremely clear, with hundreds of references to poverty and war, to the need to pursue justice for all who are oppressed and the need for love to be at the center of our lives. "Judge not, that you be not judged," for example, is a theme that runs through the Bible---the danger of using religion against people, to hurt people.

There is no reference to homosexuality in the four Gospels, and only six brief references to homosexuality in the rest of the Bible. All six have significant ambiguity as to how they are to be applied to the current debate. None talk about sexual orientation, very much at the center of modern thinking but an unknown concept in Biblical times.

While this paper is by no means an exhaustive treatment of these six passages, it does attempt to point to the basic directions taken by modern scholarship.

Genesis 19:1-11. "...the men of Sodom, both young and old, all the people to the last man, surrounded the house; and they called to Lot, 'Where are the men who came to you tonight? Bring them out to us, so that we may know them.'" (Genesis 19:4-5. All quotations from the New Revised Standard Version)

What is the sin of sodom, that led to its destruction? Because the word "sodomy" came from this passage, some have attempted to put all the blame on the "sin of homosexuality." This is simply wrong.

Scripture itself has a more complex and different understanding of the sin of city of sodom. Ezekiel 16:48-49, for example, says, "This was the guilt of your sister Sodom: she and her daughters had pride, excess of food, and prosperous ease, but did not aid the poor and needy. They were haughty, and did abominable things before me; therefore I removed them when I saw it." And Jesus instructs his disciples, "If anyone will not welcome you or listen to your words, shake off the dust from your feet as you leave that house or town. Truly, I tell you, it will be more tolerable for the land of Sodom and Gomorrah on the day of judgment than for that town." (Matthew 10:14-15)

The interpretation of the sin of Sodom given by Jesus in the Matthew passage is much closer to current scholarship. The sin of Sodom is inhospitality. In Biblical times those who read the Sodom story would contrast the hospitality Lot offers the two strangers with the inhospitality and hostile treatment offered by the crowd. That is the central sin in the story.

Was homosexuality a part of the story? Is that what Ezekiel means by "abominable things?" Some scholars would argue that the words "to know" do not necessarily have a sexual meaning in the text. A more natural reading of the text does understand that all the men of Sodom intended to rape the strangers.

It follows, then, that the Bible condemns gang rape of men by men, presumably heterosexual men. In Biblical cultures a victorious army would sometimes rape those they defeated, as a way of humiliating them.

To condemn all homosexuality on the basis of this story is impossible.

Leviticus 18:22: "You shall not lie with a male as with a woman; it is an abomination."

Leviticus 20:13: "If a man lies with a male as with a woman, both of them have committed an abomination; they shall be put to death; their blood is upon them."

Those seeking a divine commandment against male homosexuality have it in these passages. There is no question but what homosexual relations are condemned in Leviticus.

But are the commandments of Leviticus binding Jews and Christians today? These are passages from the Holiness Code, the liturgical handbook of the Levitical priesthood. Jews interpret these Levitical commandments in terms of the Talmud. Christians interpret these Levitical commandments in terms of the New Testament. And the New Testament moves most Christians beyond the commandments of the Holiness Code.

Also in the Holiness Code, for example, are the rules for slaughtering domestic animals, the prohibition of eating meat with blood (i.e., rare meat), and penalties for pagan practices, along with a prohibition of a number of a sexual relations, including restrictions on relations with a woman who is menstruating (an abomination). Which of these are still binding and which are not?

When Leviticus 19:18 says, "You shall not take vengeance or bear a grudge against any of your people, but you shall love your neighbor as yourself: I am the Lord," there is solid resonance with the fundamental message of the New Testament. Jesus quotes this as one of the two great commandments.

When Leviticus 19:19 says, "You shall not let your animals breed with a different kind; you shall not sow your field with two kinds of seed; nor shall you put on a garment made of two different materials," what are we to make of this? This sounds like the kind of law that Christians have set aside, following Jesus and St. Paul.

Is Leviticus 18:22 more like Leviticus 19:18 or 19:19? There is room for debate. Different Christians are bound to come to different conclusions.

And for those who decide it is still binding, what do they do with Leviticus 20:13? Does sodomy merit the death penalty? Some Christians do, indeed, urge death for homosexuals, to the embarrassment of a great many other Christians. Is it possible to keep Leviticus 18:22 without keeping Leviticus 20:13? For those Christians who decide to ignore the warnings of Jesus and Paul about overly legalistic interpretations of scripture, one wonders where the line will be drawn. The Bible simply doesn't say enough about homosexuality to draw a line with any certainty.

I Corinthians 6:9-10: "Do you not know that wrongdoers will not inherit the kingdom of God? Do not be deceived! Fornicators,

idolaters, adulterers, male prostitutes, sodomites, thieves, the greedy, drunkards, revilers, robbers---none of these will inherit the kingdom of God."

The two Greek words, translated in the New Revised Standard Version as "male prostitutes" and "sodomites" have presented problems for all translators. In Greek they are "malakoi" and "arsenokoitai." Robin Scroggs, Professor of New Testament at Union Theological Seminary in New York, devoted a book to analyzing these terms, since he was distressed with the way the New Testament had been used in debates on homosexuality.

"Malakos" literally means "soft" and by extension "effeminate." The word occurs in several Greek texts of the time referring "to the 'call-boy,' the youth who consciously imitated feminine styles and ways and who walked the thin line between passive homosexual activity for pleasure and that for pay." (P. 106 in Robin Scroggs, The New Testament and Homosexuality. Philadelphia: Fortress Press, 1983).

"Arsenokoitai" is a less ambiguous term, and almost certainly refers to male homosexuality. "If the malakos points to the effeminate call-boy, then the arsenokoites in this context must be the active partner who keeps the malakos as a 'mistress' or who hires him on occasion to satisfy his sexual desires...A very specific dimension of pederasty is being denounced with these two terms." (Scroggs, p. 108).

I Timothy 1:8-10: Now we know that the law is good, if one uses it legitimately. This means understanding that the law is laid down not for the innocent but for the lawless and disobedient, for the godless and sinful, for the unholy and profane, for those who kill their father or mother, for murderers, fornicators, sodomites, slave traders, liars, perjurers, and whatever else is contrary to the sound teaching."

The three Greek words translated as "fornicators, sodomites, and slave traders" above are "pornoi, arsenokoitai, and andrapodistai." Robin Scroggs, in the book quoted above, feels that "pornoi" may be mistranslated as "fornicators:" "Pornos. This word in normal Greek usage means 'male prostitute'...pointing to either the male who sells himself, or the slave in the brothel house. Hellenistic Jewish and early Christian usage, however, skews the apparently straightforward definition." (Scroggs, p. 119) Thus, while in the New Testament generally it does usually mean "fornicators," it also could function in this passage much like "malakos" functioned in the last passage.

"The three words would thus fit together and could be translated: 'male prostitutes, males who lie (with them), and slave dealers (who procure them).'...I thus draw the conclusion that the vice list in I Timothy is not condemnatory of

homosexuality in general, not even pederasty in general, but that specific form of pederasty which consisted of the enslaving of boys or youth for sexual purposes, and the use of these boys by adult males." (Scroggs, p. 120).

Romans 1:26-7: "For this reason God gave them up to degrading passions. Their women exchanged natural intercourse for unnatural, and in the same way also the men, giving up natural intercourse with women, were consumed with passion for one another. Men committed shameless acts with men and received in their own persons the due penalty for their error."

The Romans passage is generally the most quoted of the New Testament passages used to condemn homosexuality. It is also the only passage in the Bible condemning lesbians, since all other passages relate only to male homosexuality.

One of the ironies of this passage being used to condemn homosexuals as sinners is that the point of Romans 1:18 to 3:20 is to show that the whole world, Gentile and Jew, consists of sinners. Romans 1:19-32 shows the failure of the Gentiles, largely because of their idolatry, and Romans 2:1-24 shows the failure of the Jews. All of this is to lead up to Paul's major point that, because we all are sinners, we all need the saving grace of faith in Jesus Christ. Thus, using Romans 1:26-27 to set some people apart as special sinners is contrary to the principal point at the start of Romans. The two New Testament verses most often used to condemn homosexuality are in a text trying to make a theological point, not one offering ethical concerns or admonitions.

In these verses, however, it is clear that Paul shares with most Hellenistic Jews of his time a very negative view of homosexual acts. This negative view has two underlying beliefs. One is the Jewish Old Testament attitude that spilling or wasting the seed of men was a sin, and sexual acts were only for procreation. The second is that many surrounding cultures practiced temple prostitution, including male temple prostitution (condemned several times in the Old Testament), so that male homosexuality was linked to idolatry.

Note that Paul puts Romans 1:26-27 in the context of condemning the Gentiles for their idolatry.

Note also that Paul lists homosexual practices as a Gentile "passion," not Jewish. In this Paul shares the general view of his time that homosexual acts were not common to the Jewish community, but were frequent in the Gentile world, and particularly Greek culture.

Robin Scroggs, who analyzes Paul's understanding of homosexuality at length, concludes that "the likelihood is that Paul is thinking only about Pederasty, just as was Philo. There

was no other form of male homosexuality in the Greco-Roman world which could have come to mind." (Scroggs, p. 116).

To quote from Scroggs more general conclusions,

"Only in Romans 1 is there a negative judgment made on both female as well as male homosexuality which could be considered a general indictment. Even here, the entire cumulative evidence we have looked at throughout this book suggests that despite the general language Paul, with regard to the statement about male homosexuality, must have had, could only have had, pederasty in mind. That Paul uses here the argument from nature might mean, of course, that he would have made the same judgment about any form of homosexuality. No one can legitimately conclude, however, that he would have done so. We just do not know. What he would have said about the contemporary model of adult/adult mutuality in same-sex relationships, we shall also never know. I am not sure it is even useful to speculate." (p. 122)

"What the New Testament was against was the image of homosexuality as pederasty and primarily here its more sordid and dehumanizing dimensions. One would regret it if somebody in the New Testament had not opposed such dehumanization." (p. 126)

"The conclusion I have to draw seems inevitable: Biblical judgments against homosexuality are not relevant to today's debate. They should no longer be used in denominational discussions about homosexuality, should in no way be a weapon to justify refusal of ordination, not because the Bible is not authoritative, but simply because it does not address the issues involved." (p. 127)

For those who want to condemn homosexuality, these six texts have provided considerable historical ammunition. However, as can be seen, all six have ambiguities. Yes, the Holiness Code in Leviticus does prohibit a man lying with a man. But few of the laws set forth in the Holiness Code are still perceived as relevant for today Yes, Paul does share the general attitude of his time and culture toward that form of homosexuality familiar to him: pederasty. But does Paul's condemnation of pederasty extend to a general condemnation of homosexuality as we know it today?

Are these Biblical texts enough to generate the kind of moral certainty now being exhibited by some parts of the Christian and Jewish communities?

Or is it time for a fresh look at what it means that God has created all people, all sexual orientations? How has large parts of the church gotten into the position of condemning what God has created?

The core Biblical truth is that God loves all people, and God calls all people to relate in love. What does this mean for

responsible and moral behavior by those whose sexual orientation is gay or lesbian?

The Bible witnesses to Jesus Christ as the one who brings God's invitation to human wholeness and community. In Jesus we do not see a condemnation of homosexuality or sexual orientation, but a call to reach out and form human community, to move beyond stereotypes to achieve new and deeper understanding of who is our neighbor and how we are to relate in love.

The Bible witness to Paul is not one that ever mentions sexual orientation. Paul's central message is that we are not saved by what we do or don't do, nor are we saved by who we are. We are justified only by the grace of God in Jesus Christ, and that grace is freely available to all people.

Given how little the Bible has to say about homosexuality and how much the Bible has to say about reaching out to the oppressed and to those alienated and separated from the community, perhaps it is long past time to quit using the Bible to sanction hatred and violence and alienation, and begin in seriousness a new conversation.

Sources:

In addition to a number of papers, the four principal books used in this paper are:

John J. McNeill, The Church and the Homosexual. Boston: Beacon Press, 1976, 1988.

James B. Nelson, Embodiment. Minneapolis: Augsburg, 1978.

Letha Scanzoni and Virginia Ramey Mollenkott. Is The Homosexual My Neighbor? San Francisco: Harper and Row, 1980

Robin Scroggs. The New Testament and Homosexuality. Philadelphia: Fortress Press, 1983.

APPENDIX 2

TO

TESTIMONY OF THE REV. DR. PAUL H. SHERRY
PRESIDENT OF THE UNITED CHURCH OF CHRIST

BEFORE THE

HOUSE ARMED SERVICES COMMITTEE

MAY 4, 1993

A PRONOUNCEMENT

CIVIL LIBERTIES WITHOUT DISCRIMINATION RELATED TO AFFECTIONAL OR SEXUAL PREFERENCE

Adopted by the Tenth General Synod, United Church of Christ
Minneapolis, Minnesota - June 27-July 2, 1975
Vote: 546 Yes; 135 No

The purpose of this pronouncement is to make a statement on civil liberties. It is not within the province of this pronouncement to make an ethical judgment about same-gender relationships. However, this pronouncement may serve to further dialogue that will clarify the ethical issues involved in human sexuality.

There is, in the United States, a significant minority of persons whose civil liberties, and whose right to equal protection under the law, are systematically and routinely violated. Discrimination related to affectional or sexual preference in employment, housing, public accommodations and other civil liberties has inflicted an incalculable burden of fear into the lives of persons in society and in the church whose affectional or sexual preference is toward persons of the same gender.

Most directly affected are the 10 percent of the population whose affectional or sexual preference, according to the research of Alfred Kinsey, is predominantly toward persons of the same gender. Also affected is the one-third of the American population which Kinsey found to have had at one time or another an adult same-gender sexual experience. Public revelation of even a single experience often results in the presumption that a person is same-gender oriented and thus subject to social sanctions including violations of her or his civil liberties. Even the civil liberties of persons whose affectional or sexual preference is a well-guarded secret are vulnerable. Inquiry by private investigatory agencies into the personal life of the individual is often a prerequisite for employment. Draft records,

insurance investigations, arrest records (even when charges have been dismissed or the defendant acquitted), and investigations instigated on the basis of anonymous accusation or rumor, all provide an employer, landlord and other persons information used to justify discrimination.

Discrimination Causes Suffering

A constant fear of losing one's job and home, and the economic and social consequences of such a loss, creates suffering in human life. Living as presumed heterosexuals, same-gender oriented women and men are intimidated into silence, forced into lives of duplicity and deception, by the hostility of the majority society. Such duplicity and deception, and their concurrent alienation, sometimes evolving into isolation and depression and culminating in suicide, are necessarily detrimental to the growth of the individual and to the growth of interpersonal relationships. Today, same-gender oriented persons, our sisters and brothers in human community and in Christian community, are struggling to free themselves from the fear which the reality of discrimination, particularly in employment and in housing, has inflicted upon them. Such persons are taking a moral stance against discrimination and the violence that it does to human dignity. They seek to secure protection for their full civil liberties and equal protection under the law. The church must bear a measure of responsibility for the suffering visited upon same-gender oriented persons since often the traditional Judeo-Christian attitude toward same-gender relationship has been used as a primary justification for denial and violation of civil liberties and the perpetuation of discrimination against such persons.

The Religious Perspective

Christian love for God and our neighbor in God impels us to cherish the life and liberty of all women and men. We proclaim a unity under God which transcends our division, and find in Christ our measure for being human.

As Christians, we seek to personify the liberating Gospel of Jesus the Christ and to follow his example in our relationships with others. This means that we try to have love and respect for each other - for individual well-being, quality of life, personality, dignity and self-actualization.

The Christian churches have a long tradition of concern for human justice and civil liberties. From the days of the Hebrew prophets, we have been charged to pursue justice for all who are oppressed. In its most faithful moments the church has been recalled to the words of Amos, "I hate, I despise your feasts, and I take no delight in your solemn assemblies... But let justice roll down like waters, and righteousness like a mighty stream" (Amos 5: 21, 24). Insofar as the church has been concerned for social justice, it also necessarily has been concerned for civil liberties. Historically, branches of the Protestant churches have been the most significant single influence in the rise of concern for basic civil rights in the Western world. The tradition of the United Church of Christ is a particularly rich heritage of such concern. First suffering the denial of liberty at the hands of both civil and ecclesiastical authorities in the Old World, ancestors claimed these rights for themselves

in the New World. Realizing that the rights of none were secure until the rights of all were secure, our ancestors in faith gradually extended their civil liberty concern to the whole of society.

In faithfulness to that biblical and historic mandate, we hold that, as a child of God, every person is endowed with worth and dignity that human judgment cannot set aside. Denial and violation of the civil liberties of the individual and her or his right to equal protection under the law defames that worth and dignity and is, therefore, morally wrong. Our Christian faith requires that we respond to the injustice in our society manifested in the denial and violation of the civil liberties of persons whose affectional or sexual preference is toward persons of the same gender.

Affirmation of Civil Liberties

THEREFORE, without considering in this document the rightness or wrongness of same-gender relationships, but recognizing that a person's affectional or sexual preference is not legitimate grounds on which to deny her or his civil liberties, the Tenth General Synod of the United Church of Christ proclaims the Christian conviction that all persons are entitled to full civil liberties and equal protection under the law.

FURTHER, the Tenth General Synod declares its support for the enactment of legislation at the federal, state and local levels of government that would guarantee the liberties of all persons without discrimination related to affectional or sexual preference.

FURTHER, the Tenth General Synod calls upon the congregations, Associations, Conferences and Instrumentalities of the United Church of Christ to work for the enactment of such legislation at the federal, state and local levels of government, and authorizes the Secretary of the United Church of Christ to commend this pronouncement to the Conferences for distribution by them to their respective state legislators and representatives in the Congress of the United States.

Family Research Council®
Gary L. Bauer, President

Statement of Brigadier General William Weise, USMC (Retired) to the House Armed Services Committee May 4, 1993.

Thank you very much for the opportunity to speak to you on this issue which is so important, not only to our Armed Forces, but to our nation and the world. The issue goes much deeper than the admission of homosexuals into our Armed Forces. The primary issue is: Which is more important

(1) The civil rights of all Americans or

(2) The special interests of a very small fraction, probably less than 2%, of our population?

I believe that the rights of all Americans should take precedence over the special interests of any small segment of the population and that is why I urge you to ban the admission or retention of homosexuals in our Armed Forces.

Our Armed Forces exist to protect the freedom and national interests of all Americans. To do this the Armed Forces must be ready to fight and win on the battlefield-- that is to be combat effective. Anything which detracts from combat effectiveness puts the lives of young American service people and the national interests of the United States at great risk. Allowing open homosexuals in our Armed Forces will seriously degrade combat effectiveness by undermining morale, discipline and unit cohesion.

I served in the Marine Corps for 31 years. I led infantry troops in close combat in Korea and Vietnam, and I spent many years training personnel from all the services to prepare for war--that is, to be combat effective. Why do I say combat effectiveness will be seriously degraded if we admit homosexuals? I could give many reasons, but today I wish to focus specifically on the clearly-stated agenda and objectives of homosexual organizations.

Based on numerous public announcements, here are the demands shared by many homosexual organizations:

1. Amend all civil rights laws to prohibit discrimination on the basis of sexual orientation; federal ban on homosexual discrimination; guarantee civil rights protection for homosexuals in public employment barring discrimination based on sexual orientation in federal employment and contracts.

2. Permit homosexuals to serve in the Armed Forces;

3. Allow the immigration and naturalization of homosexual aliens; an end to an immigration and naturalization service policy that denies entry visas to foreign nationals who test positive for antibodies to HIV, the virus believed to lead to AIDS.

4. Federal encouragement and support for pro-homosexual sex education courses in the public schools;

5. Federal funding for homosexual advocacy groups;

6. Immediate release of all sexual offenders now incarcerated for crimes related to sexual orientation;

7. Decriminalize private sex acts between consenting "persons"; repeal sodomy laws.

8. Repeal all laws governing the age of consent;

9. Repeal any legal restrictions on the sex or number of persons entering into a marriage unit.

10. Repeal all laws prohibiting transvestism and cross-dressing.

11. Funding of all programs of homosexual organizations designed to alleviate the problems engendered by a sexist society against homosexuals.

12. Ensure federal funding for all AIDS services and protect people with HIV or AIDS from discrimination; fund the Ryan White Comprehensive AIDS Resources Emergency Act; eliminate mandatory HIV testing programs.

13. Develop a "Manhattan-type project" to find a cure for AIDS.

14. Appoint a National Endowment for the Arts director who will provide grants to artists who produce sexually explicit homosexual - themed works.

15. Appointment of nominees to federal courts, including the Supreme Court, who are sympathetic to homosexual rights issues.

16. Sexual orientation should not be a factor in denying security clearances.

17. Limit the power of government to dictate the reproductive rights and sexual choices made by its citizens.

18. Recognize homosexuality in the young and undo the damage done in the past by government youth studies. Government should study suicide among gay youth.

19. More research on lesbian health care needs.

20. Federal agencies must remedy bias crime -- including crime motivated by prejudice based on sexual orientation.

21. Promote school and community based programs that help prevent future anti-homosexual crime.

22. Fund programs that support victims of hate crimes.

23. NEA chairman who will safeguard artistic expression and promote the full diversity of all American artists; ensure gay themes and artists do not receive undue scrutiny in the grant approval process; disband the National Obscenity Enforcement Unit.

24. Statehood for the District of Columbia.

Why are the Armed Forces so high on the homosexual agenda? Today, the military is arguably the most respected of all American institutions. Homosexual rights activists want to impose government-enforced approval of homosexual behavior and special rights on the Armed Forces. Then they wish to impose their values on all Americans through special rights laws, using America's Armed Forces as a model. How do I know this? Because of the public statements of homosexual activists. For example:

- "And now," says lawyer-activist Bob Wightman of Arlington, Texas, "when Bill Clinton lifts the ban, he is going to push national acceptance of homosexuality. It's not just going to push people out of the closet in the military - it's going to push people out of the closet all over the country. It's going to be OK to be homosexual." (Newsweek, "Gays in the Military," 1 February 1993)

- "Other gays are fighting back as well - and all are providing new test cases for the gay-rights movement, which sees Pentagon policy as a prime target in the campaign to change attitudes of society at large." (Newsweek, "Gays in the Military," 1 February 1993)

- "We have taken on the most conservative institution in America and forced it to at least discuss domestic partnership," Osborn said. "Down the line, we will get gay marriage. We're going to get the military to recognize us and our partners. We're going to promote our agenda. We're ready, and this march signals a new era." (Torie Osborn, executive director, National Gay and Lesbian Task Force, in "Gay Activists Summon Their Hopes, Resolve, The Washington Post, 18 April 1993)

- "The Campaign for Military Service was hurriedly formed last week to take charge of the battle. The group's formation reflects the desperate state that gay-rights figures believe the fight is in. And it reflects a growing conviction by many homosexuals that

the military issue, which had not been their central priority, must be won at all costs or gay rights in general will be set back." (The New York Times, "Gay Groups Regrouping for War on Military Ban," 7 February 1993.)

- "This will truly be a massive effort," said David Mixner, a Los Angeles gay activist and Clinton campaign advisor who will head the coalition fund-raising efforts. "We are fighting for survival as a civil rights movement." (Los Angeles Times, "Coalition Fights to Lift ban on Homosexuals in the Military," 5 February 1993)

- "What has been demonstrated this last week is it is not enough to have the President of the United States on your side," observed David M. Smith, executive Director of the Los Angeles branch of the Gay and Lesbian Alliance against Defamation. "It's incumbent upon us to change public attitudes." "Los Angeles Times, "Coalition Fights to lift Ban on Homosexuals in the Military," 5 February 1993)

- "The Campaign for Military Service also sought to learn from the results of a common marketing practice - the focus group - to determine what information most convinces the general population that discrimination against Gays is wrong. Tom Stoddard, executive director of the Campaign, told his staff Monday that the focus group, conducted in Ohio, revealed that 'individual stories of discrimination is the key'." ("War Over Military Ban Escalating," The Washington Blade, 19 March 1993)

- "This struggle will determine in some fashion the outcome of every civil-rights issue confronting this community for the next decade and beyond. This is not a fight about the military. This is a fight of every lesbian and gay American for their place in society." (Thomas Stoddard, Coordinator of the Campaign for Military Service, quoted in the New York Times, "Gay Groups Regrouping for War on Military ban," 7 February 1993)

Based on these and other statements it is quite clear that if homosexuals are admitted, they will not be satisfied with merely acknowledging their status.

They want quotas:

- "We intend to sue in Federal Court as soon as the ban is lifted to insure compensatory representation in the service academies. In particular, we intend to get a ruling mandating a set number of places for homosexuals in the Air Force Academy, the Naval Academy, and West Point....Furthermore, we intend to see any official of a military school charged in a civil rights violation if they attempt to harass homosexuals...." (ACT UP member, Bob Wingate in a letter to Superintendent, United States Military Academy, on 26 November 1992).

They want to stop HIV screening:

• "Someone's HIV status shouldn't be a determining factor for a job, and the military is a job." (Daniel T. Bross, executive director of the AIDS Action Council in a Washington Times article, "Gay Activists Protest HIV Testing in Military," 1 December 1992)

They want more than acceptance, they want to change society's behavior:

•"We ought to advertise our potential to change straight society in radical, beneficial ways. Straights have much to learn from us: first and foremost the fact that pleasure is possible (and desirable) beyond the sanctions of the state. Another fact gleaned from gay experience -- that gender is for all intents and purposes a fiction -- also has the potential to revolutionize straight lives." (Donna Minkowitz, a lesbian writer in The Advocate article "Recruit, Recruit, Recruit." (29 December, 1992)).

•"Gay men should wear their sexually transmitted diseases like red badges of courage in a war against a sex-negative society." (Edmund White in The Joy of Gay Sex)

•"Every time I get the clap I'm striking a blow for the sexual revolution." (Michael Callen in Surviving AIDS)

•"I haven't worked for 30 years to give gays the right to be celibate." (Frank Kameny, "guru of the gay-liberation movement," quoted in Newsweek, "Gays in the Military," 1 February 1993)

They want to indoctrinate our children:

•Donna Minkowitz, explaining her agenda for going on the Montel Williams show: to "talk about children, sexual choices, and the reasons we need pro-gay curricula in our public schools...I wanted to go on the show to argue the morality of teaching kids that gay is OK even if it means that some will join our ranks." (Donna Minkowitz, a lesbian and regular contributor to the Village Voice in The Advocate article, "Recruit, recruit, recruit!," (29 December, 1992))

Flawed Data Used to Support Homosexual Agenda.

Interestingly, much of the data used in support of the Homosexual Agenda are seriously flawed. One example is the 1988 PERSEREC report by Sarbin and Karols, "Nonconforming Sexual Orientations in the Military and Society". Serious questions about the PERSEREC study raised by Robert L. McGinnis and Robert Knight in their paper, "Homosexual Security Issue Clouded by Partisan Study", attached as enclosure (1).

Another example is the claim that homosexuals comprise 10% of the population. See "Homosexuals and the 10% Fallacy", The Wall Street Journal, March 31, 1993, p. A14, attached as enclosure (1A). In addition, the claim that homosexuality is hereditary is based on research that lacks scientific rigor at best. See enclosure (1B), "Flawed Science Nurtures Genetic Origin of Homosexuality", Infocus, May 1993.

Who Are the Homosexuals?

Homosexual activists, with the help of a friendly media, a large budget, clever advertising and excellent planning try to portray themselves as persecuted minority whose members are victimized by "homophobic" bigots. The homosexual community could be more accurately described as a well financed special interest group seeking approval of its lifestyle. See enclosure (1C), "The Homosexual Subculture", an unpublished article by Robert L. McGinnis.

Recent Cases of Homosexual Misconduct

Having looked at the goals of the homosexual movement, lets look at why, based on centuries of experience, DOD excludes homosexuals as a category (status). As a category, homosexuals have placed tremendous burdens on the military, even though some have served honorably. The series of cases which follow represent empirical data that confirm the DOD exclusion policy:

(Note: Graphic descriptions may be offensive to some persons)

CASE #1. Extract from a letter to a member of Congress from an active duty Soldier. Homosexual rape of a male recruit.

" ....In my view, too much is claimed about the distinguished service of homosexuals. What I see are frequent violations of criminal laws by the handful of gays on active duty.

"I am particularly uneasy with the casual manner in which the gay community dismisses the privacy rights of normal soldiers. Gays claim they won't take an interest in others they see in the showers. I'm not convinced. I want to give you just one example of the danger I see in opening the service to homosexuals:

"A new recruit, Private C., enlisted in the Army and was in basic training at Fort Sill, Oklahoma. Late at night on September 18, 1991, he was alone in the shower room when he was joined by two homosexual recruits. Private Jamison, also a basic trainee, approached Private C. He turned the shower off and grabbed C., spinning him around to expose his bare buttocks. He immediately jammed his finger into C.'s anus. Frightened and startled, C. screamed out. In an instant, Jamison unsuccessfully tried to force his penis into C.'s anus. Again, C. screamed out for help, but to

no avail. Jamison wrapped a towel around C.'s neck strangling him as he lubricated his penis with soap and rammed his penis into C.'s anus. As C. struggled, Jamison controlled him by choking him with the towel.

"The second homosexual, Williams, watched as the attack progressed. Jamison next withdrew from C., then calmly washed his hands. He switched the lights off for the next event. As C. cowered in fear and pain, Williams commanded C. to suck Jamison's penis. Jamison grabbed C. and forced him to his knees before Williams. He ordered him to suck Williams' penis. C. placed his lips on Williams' penis, but that was not enough. The homosexuals forced C. to suck Williams' penis as the two homosexuals leered down at their kneeling victim. Unsatisfied, Williams demanded that the victim further degrade himself by licking Williams' scrotum. Jamison helped by forcing Williams to comply. After the attack, Jamison ordered the victim out of his barracks. As C. struggled to gather his belongings, Private Jamison threw a shoe and struck him. When he still was unable to move fast enough, Jamison kicked him with full force in the head.

"C. ran to a cadre member and immediately reported the attack. Following a criminal investigation, Jamison and Williams plead guilty to the offenses and were sentenced to 54 months and 36 months respectively.

"Private C., in effect received a life sentence. At the time of trial, he was a psychiatric patient in the Air Force hospital at Sheppard Air Fore Base, Texas.

"Several nights ago, Prime Time had a show in which they "debunked" soldiers' silly fears of assaults by gangs of homosexuals in the showers. I simmer with anger when I think of this case, and of how the American people are being mislead by such tripe. Gays are a danger now, and after they are emboldened by the inevitable sensitivity training that will accompany lifting the ban, more young Americans will become their victims.

"By eliminating questions about homosexuality from our enlistment forms, we are unwittingly signaling a diminished willingness to protect normal soldiers from degrading attacks like these. I wonder if our government believes that good Americans have any rights remaining. We must codify the gay ban for all time. The Department of Defense is one of the bastions of American morality. Break down those walls, and you can expect a flood of criminal misconduct to result."

CASE #2. Senior drill instructor commits sodomy with recruit.

A Marine Staff Sergeant senior drill instructor was instructed to temporarily billet a Private for one night. The Private was a

recruit from another platoon, who was being administratively separated from the Marine Corps for his admission of homosexuality. To protect the Private from other members of his platoon, he was placed with the Staff Sergeant's platoon while awaiting processing. The Staff Sergeant, knowing that the Private was being separated for admitted homosexuality, separated him from the rest of his platoon during evening showers. The Staff Sergeant ordered the Private to take a shower by himself. The Staff Sergeant came into the shower area and ordered the Private to pull down his shorts and expose himself. The Private complied and the Staff Sergeant ordered the Private to go to the Staff Sergeant's office where he had consensual anal sodomy with the Private.

The Staff Sergeant was relieved of his duties as Senior Drill Instructor during the middle of the platoon's training cycle. He was found guilty at a General Court-Martial (GCM) of sodomy (UCMJ Art. 125) and indecent acts (UCMJ Art. 134), and was sentenced to reduction to E-1, forfeiture of $400.00 per month for 9 months, confinement for 9 months, and a Bad Conduct Discharge.

As a senior Drill Instructor, the Staff Sergeant was entrusted to protect and train young men entering the Marine Corps. He had a billet of utmost trust and responsibility. He violated that special trust and confidence by taking advantage of his position to gratify his sexual desires.

He was removed from the platoon which caused a loss of focus and turmoil within the platoon that directly affected the level of performance and professional development of all the recruits within the platoon.

From the perspective of impressionable young recruits, the senior drill instructor is the supreme role model who is the center of their lives while at recruit training. The authority and control that a drill instructor has is unmatched anywhere else in the Marine Corps. Misconduct such as the Staff Sergeant's caused irreparable damage to the unit and the recruit training command by degrading respect for the rank and command structure.

CASE #3. Female Drill Instructor commits sodomy with recruit.

A female Marine Sergeant drill instructor committed oral sodomy on a female recruit, who was under her supervision. At a General Court Martial the Sergeant was convicted of recruit training SOP violations (UCMJ Art. 92), committing an indecent act and obstruction of justice (UCMJ Art. 134). She received a dishonorable discharge, reduction to E-1, forfeiture of $350.00/mo. for 14 months and confinement for 14 months. A pre-trial agreement limited confinement to six months and mitigated the dishonorable discharge to a bad conduct discharge. Subsequently, the sentence was over-turned and the case is being re-heard for sentencing at

Quantico.

The Sergeant was entrusted with the care, protection, and training of young women entering the Marine Corps. She violated the special trust and confidence accorded her. Her removal as a drill instructor from the battalion caused a loss of confidence and created turmoil that directly affected the level of pride and performance of her platoon.

The Sergeant compromised her position of respect and authority by taking advantage of a female recruit. She caused irreparable damage to the reputation of Marine Corps drill instructors as well as damage to the morale and esprit of her unit and the recruit training command.

CASE #4. Staff non-commissioned officer drugs and attacks subordinate.

A Staff Sergeant (platoon sergeant), during 1989, repeatedly invited junior personnel to his barracks room on weekends, one a time, where he would provide them with alcohol, always including 151 proof rum. The victim would then pass out or fall into a drunken sleep. The Staff Sergeant would then fondle the victim's penis or commit anal sodomy.

On one occasion, a Private woke up in the Staff Sergeant's room to find the Staff Sergeant fondling the Private's penis. When the Private woke up, he found the Staff Sergeant lying in the bed behind him, his pants were pulled down to his knees and the Staff Sergeant had one hand inside the Private's underwear, fondling his penis. Immediately following this incident, the Private went on unauthorized absence (UA). When found, he underwent psychiatric examination. He reported the incident to the Chaplain who in turn reported it to the First Sergeant.

Another victim was a Lance Corporal, who, like the Private, was a member of the Staff Sergeant's platoon. The Lance Corporal went to the Staff Sergeant's room in late Aug or early Sep 89 and drank rum and coke until he passed out. He woke up to find his underwear had been pulled down to his knees, and his buttocks, including his anus, had been greased and was sore for two days after the incident.

Two other individuals provided some information that was not used as the basis for any formal charges. Essentially, each went to the Staff Sergeant's room and drank until he passed out. One reported waking up and finding the Staff Sergeant in bed with him, but nothing beyond that. The other passed out in a chair and woke up in the Staff Sergeant's bed on his stomach with the Staff Sergeant either sitting or lying on the bed.

The Private manifested the effects that the Staff Sergeant's conduct had on him by going UA and later requiring psychiatric intervention. Obviously, the effects of this kind of trauma and violation to an individual's person are not always overt and measurable, but are no less profound.

Order and discipline in the unit were seriously degraded. The victims were taunted. Members of the unit did not want to work with the Staff Sergeant. The unit was disrupted and fractionalized for a substantial period of time.

CASE #5. Staff sergeant, drill instructor, convicted of performing homosexual acts with two recruits.

A staff Sergeant drill instructor ordered a recruit to pull down his trousers and masturbate to ejaculation on the platoon flag inside the Staff Sergeant's office. The Staff Sergeant forced the recruit to perform oral sodomy on him on two different occasions and the Staff Sergeant performed forcible anal sodomy on the recruit.

On another occasion the Staff Sergeant bound the wrists of a recruit with a belt, pulled down his trousers and grabbed his penis.

The Staff Sergeant was relieved of his duties as a senior drill instructor and was found guilty at a General Court Martial (GCM) of sodomy under the Uniform Code of Military Justice (UCMJ) Art. 125, and indecent acts (UCMJ Art. 134). He was sentenced to reduction to E-1, forfeiture of $400.00/mo. for 15 years, confinement for 15 years, and a Dishonorable Discharge. A pre-trial agreement suspended confinement in excess of six years.

As a result of the Staff Sergeant's actions one recruit suffered psychological damage and underwent psychotherapy to facilitate his recovery from the emotional damage he suffered. The Staff Sergeant was discharged.

The Staff Sergeant had been assigned the duties of senior drill instructor, a billet of extreme trust and responsibility. He was entrusted with the care and training of young men entering the Marine Corps. He grossly violated the special trust and confidence bestowed upon him. In addition to the heinous nature of his actions, the Staff Sergeant's removal from the platoon caused a loss of focus and created turmoil and trauma that directly affected the level of performance and professional development of all recruits in the platoon. This Staff Sergeant's conduct caused irreparable damage to the reputation of Marine Corps drill instructors, and damage to the morale and esprit of the unit and recruit training command. A drill instructor's unique position of authority provides an opportunity to intimidate, coerce, and

manipulate recruits who are then afraid to report such actions. This causes distrust and disrespect for the rank and command structure.

CASE #6. Company gunnery sergeant sexually assaults officer candidate.

In 1981 a Marine Corps officer candidate was left behind in the squad bay while the rest of his platoon was conducting scheduled training. While the candidate was alone the candidate's company gunnery sergeant, entered the squad bay and forced the candidate to engage in forcible sodomy with the gunnery sergeant. The candidate was subjected to a forcible sexual assault which required medical treatment. The candidate submitted a claim for medical treatment which the Marine Corps paid. The gay Sergeant was convicted by a general court-martial of forcible sodomy, and sentenced to a bad conduct discharge, total forfeitures, and reduction to pay grade E-1. The case was overturned for a procedural error.

The publicity surrounding this incident can only discourage qualified potential officer candidates from considering service in the Marine Corps or other branches of the Armed Forces which require forced living and training environments.

The admission of homosexual service members to training environments will increase tension and concern about forced or coerced sexual contact, which will degrade focus and attention on training and mission accomplishment.

Homosexual male drill instructors in charge of male officer candidates or recruits will be confronted with similar issues as heterosexual male drill instructors would be if placed in charge of female officer candidates or recruits. The Marine Corps restricts male drill instructors from directly training female candidates or recruits. Similar logic would require restricting homosexual drill instructors from training members of the same sex, thus creating administratively restricted billets for homosexual service members and limiting billet and career opportunities.

CASE #7. Drill instructor commits sodomy with recruit.

In august 1990, a Marine Sergeant drill instructor was administratively discharged due to engagement in and solicitation of homosexual acts with a Private. The victim had previously been a recruit in the Sergeant's platoon and was then assigned to the School of Infantry. The Sergeant fondled the penis of the Private and performed oral sodomy on him. The Private indicated he "froze" and did not know how to stop the Sergeant from performing oral sodomy on him.

The Sergeant was administratively discharged. The effect on the Private was obvious distress and victimization. Such conduct by a senior violates the trust between Marines of different rank and denigrates the command structure. Incidents of this kind in a recruit environment can only have a detrimental effect on recruiting efforts and create distrust within the recruit environment.

CASE #8. Recruit solicits homosexual acts.

A Private at Marine Corps Recruit Depot, Parris Island, was administratively discharged for homosexuality in Nov 92. She would have graduated the next day. The Private was the subject of allegations by her fellow recruits. The allegations centered around inappropriate behavior such as touching another female recruit's breast and solicitation of sexual acts from other recruits. She was the subject of a Criminal Investigation Division (CID) investigation and subsequently discharged from the Marine Corps.

Testimony at the Private's administrative discharge board, revealed a sense of intimidation among fellow recruits due to her aggressive behavior. This caused significant disruption, fear, and distrust in the recruit platoon. The impact on morale in the recruit platoon as a result of the homosexuals recruit's misconduct was clearly illustrated at her administrative discharge board. The overall disruption, distraction and distrust resulting from her behavior had the net effect of degrading training and subverting the recruit training mission.

The discharge of a recruit who was obviously a homosexual before entering the Marine Corps resulted in a waste of recruiting time and negative impact on the recruiting command's goals

CASE #9. Non-consensual sodomy committed on private first class.

A Corporal committed an act of oral and anal sodomy upon a PFC who occupied a room adjoining his, in Okinawa Japan. The PFC had been brought back to his barracks room heavily intoxicated. The Corporal observed that the PFC was incapacitated due to his intoxication. The Corporal pulled the PFC's pants down and performed oral sodomy on him. The Corporal then rolled the PFC over, greased his anus with hand lotion committed anal sodomy with him. The Corporal was court-martialled, given a dishonorable discharge, reduced to E-1, and sentenced to 30 months confinement.

The PFC was sexually assaulted while incapacitated in his own room by a Marine of superior rank. Beside the physical and psychological damage done to the PFC, the human dignity and privacy rights of the PFC were also severely assaulted. The breach of

trust perpetrated by the Corporal on the PFC created a sense of suspicion and uneasiness among other Marines. If a Marine cannot trust another Marine to protect him when he is vulnerable, a basic foundation of unit camaraderie and morale is severely affected.

Although an assault such as the one perpetrated by the Corporal would be just as despicable if perpetrated on a person in the civilian community, the civilian community is not dependent on unit cohesiveness which is at the crux of military effectiveness, Military effectiveness is at the crux of National Defense.

CASE #10. Homosexual acts committed in public facility in Okinawa.

A Master Gunnery Sergeant pleaded guilty to and was convicted of three acts involving sodomy (UCMJ Art. 125). The first incident involved a Sergeant in the Air Force. The second incident involved a Petty Officer in the Navy. The last indecent act committed involved a Marine Lance Corporal. These incidents occurred on a base that had no military business offices, but existed primarily for the housing and support of military families. The base had a medical facility, picnic ground, and recreation fields. The base maintained bathroom facilities to accommodate those using the picnic ground and recreation fields. It was in those facilities that the acts took place. A hole had been cut through a partition and the parties could solicit and perform (sometimes anonymous) homosexual acts through the partition.The Master Gunnery Sergeant was sentenced to a dishonorable discharge, forfeiture of all pay and allowances, 15 years confinement, and reduction to E-1. He had a pre-trial agreement that suspended the dishonorable discharge, the forfeiture,the confinement, and any reduction below E-6, for one year.

These incidents and subsequent court-martial were extensively publicized on Okinawa and generated outrage by military service members and dependents using the base. The events created fear and negative impressions among dependents that would certainly reflect negatively the desire of these families to have their service member deploy or return to Okinawa.

In addition, such behavior by a SNCO has a devastating impact upon the respect subordinates should have for the system of rank and command that makes the military community unique, and which is indispensable to military effectiveness. Moreover, such conduct erodes the trust and confidence necessary for unit cohesiveness which history demonstrates is critical to success on the battlefield.

CASE #11. Marine Lance Corporal admits sodomy with 138 other males.

In October 1992, a Marine male Lance Corporal was administratively discharged after he admitted being homosexual, when the command found out that he was receiving homosexual materials through the mail. The Lance Corporal admitted engaging in sodomy with 138 different males since he was 21 years old. This particular Marine had four years prior service in the Army.

A Marine was concerned enough about the prospect that the Lance Corporal was a homosexual (due to the prurient literature the Lance Corporal was receiving) to report him to the command.

A concern by the Lance Corporal's fellow Marines about the prospect of coming into contact with the blood or possibly sharing the blood of a Marine who admits to having sex with 138 different males is not unrealistic. Fortunately, this Lance Corporal was removed from the ranks before other Marines in his unit were fully aware of the extent of the Lance's Corporal;s activities.

CASE #12. Lance Corporal desires to engage in homosexual activity.

In December 1990, a Marine male Lance Corporal was administratively discharged for homosexuality after admitting a desire to engage in homosexual acts. This Marine's homosexuality was discovered by his roommate when a homosexual magazine was found in the Lance Corporal's possession. The roommate was sufficiently concerned upon finding the homosexual magazine that he reported it to the command. The discovery that the Lance Corporal was homosexual, had a dramatic effect on his roommate's right to privacy and sense of well-being. The Lance Corporal was discharged.

Inasmuch as the homosexual Lance Corporal's roommate was part of the unit, a reduction in his morale, concern about privacy, and the distraction of having to report a fellow Marine necessarily detracted from his focus on his mission and resulted in a corresponding reduction in his unit's morale, cohesiveness, and military efficiency.

CASE #13. Fort Hood Homosexual Public Toilet Sex Activities.

Between May 7th and 14th 1992, as many as 60 homosexual men gathered in a public toilet at Building 241 on Fort Hood, Texas, to engage in various illicit sex acts. Legal action was taken against thirty of those were who subsequently identified.

That public toilet had become popular with both military and civilian homosexuals. Walls were modified by cutting holes of various sizes up to 6"x15" to accommodate sex between men in

adjacent stalls. The homosexuals installed a mirror to warn participants of intruders. The toilet became increasingly popular and was rumored to have been advertised as a good spot for homosexual sex in both a gay homosexual magazine and on a computer bulletin board.

Homosexuals traveled from as far as Austin, Texas (over an hour away) to visit this spot. As the homosexuals became bolder, they solicited janitorial workers and harassed maintenance workers who were sent to patch the "glory holes" in the stalls. In response to complaints, authorities obtained a search warrant through the U.S. Magistrate.

The U.S. Magistrate authorized installation of a video camera in the ceiling of the latrine and the camera was run intermittently for seven days. During that time, numerous homosexuals were observed having public sex in the restroom. There were no doors on the stalls; participants were visible to anyone who entered.

The video showing these acts has been described as "very graphic." All participates engaged in unprotected sex. Two were HIV positive and one had fully developed AIDS. The participants were indiscriminate in their choice of partners, often engaging in sex with strangers, just moments after entering the bathroom.

The men participated in oral and anal sodomy, mutual masturbation, and fondling of the buttocks, often through holes between the stalls. There is doubt whether some knew, or even saw the faces of their "lovers."

Participants included 14 soldiers and 16 civilians. One civilian was an AIDS counselor from Temple, Texas, who nonetheless participated in unprotected sex.

Two Army officers were involved in sex acts with enlisted men. They did not conceal their uniforms or rank. One captain from Fort Hood was charged with:

a. committing sodomy on a staff sergeant;

b. committing sodomy with two unidentified males;

c. taking an unlawful drug;

d. masturbating while watching an Air Force specialist masturbate;

e. masturbating a staff sergeant; and

f. fondling the buttocks of an Air Force specialist.

All of the soldiers, including the two officers, were

administratively eliminated. Nine, including both officers, received other than honorable discharges.

There was only one court-martial. In that case, the defendant, a staff sergeant, challenged the validity of the search authorization. When the judge ruled that the search was constitutional, the staff sergeant requested an administrative elimination in lieu of court-martial, which was granted.

Twelve of the civilians were prosecuted in the U.S. Magistrate court. Three cases were dismissed, one civilian failed to appear in court, and eight were convicted of indecent exposure or public lewdness, after pleading guilty.

The incident was reported in the Fort Worth Star Telegram on September 25, 1992. An Associated Press article quoted Miriam Ben-Shalom, President of Milwaukee-based Gay, Lesbian, and Bisexual Veterans of America: "I cannot believe that the Army has nothing better to do with its time and resources than to set up a sting operation in a latrine,"despite the fact that action was taken in response to numerous complaints.

If the homosexuals exclusive policy is lifted, investigative agencies will undoubtedly feel pressure to refrain from interfering in the sexual activities of homosexuals, even when their activities are as open and notorious as they were at Ft. Hood in 1992.

CASE #14. US Air Force Sergeant Homosexual Assault Case.

SGT Staley indecently assaulted three members of his squadron, each of whom described incidents when they awoke to discover Sergeant Staley touching his buttocks or penis. The first victim was an airman who lived 2 hours away in the barracks. Three assaults on Sergeant Staley's roommate occurred within a 2-day period. The third victim was assaulted in a tent on Diego Garcia, where a portion of Sergeant Staley's unit had deployed during the Persian Gulf conflict. Sergeant Staley was convicted by a general court-martial at March Air Force base of four indecent assaults. The U.S. Air Force Court of Military Review affirmed the decision.

The negative impact of these actual examples of homosexual conduct is readily apparent. They occurred while the ban was in force. Imagine what will happen if the ban is lifted. They are only the tip of the iceberg. There are thousands of similar cases in the official files of the Services. I strongly recommend that you subpoena all such cases and review them. Compare their numbers and negative impact against the numbers and "positive" impact of homosexuals who claim that they have served honorably. Then decide whether or not it's wise to exclude homosexuals, as a class, from the Armed Forces.

Is the concern about homosexually generated health problems homophobic?

No. Homosexual health problems are real and cited in numerous reputable studies and reports. See: "Sexually Transmitted Diseases", 2d Edition, Willard Cates, et al, McGraw-Hill, 1990; "Sexually Transmitted Diseases in Homosexual Men", H. Hunter Hansfield, American Journal of Public Health, September, 1981; "Hepatitis B Virus Transmission Between Heterosexuals", Alter, et al, Journal of American Medical Associations, September 12, 1986. Also see Exclusion: Homosexuality and the Right to Serve, Chapter 5, Melissa Wells-Petry. Homosexuals have much higher rates of AIDS and virtually all sexually transmitted diseases. Service personnel are deeply concerned about exposure to HIV if open homosexuals are allowed in the military.

A Marine Sergeant on active duty wrote:

"...As a Sergeant (E-5) in the Marine Corps, I am afraid that my judgement, which directly effects those junior to me, could be clouded if the homosexuals are allowed to enter the military. It is from this perspective that I want to relate to you an incident that I was involved in during Operation Desert Storm.

"In late February of 1991, I was tasked with taking a six man team up to inspect a facility approximately 2 kilometers north of Kuwait that was suspected to have Iraqi chemical munitions stored in it. During the operation, one of my Marines, Candelario Montalvo, stepped on an anti-personnel mine which traumatically amputated his left foot below the knee and he received multiple shrapnel injuries up the entire left side of his body. In the process of trying to stop the bleeding which was massive, and to start him breathing again, to say I came in contact with his body fluids is an understatement.

"If the ban on homosexuals is lifted, and I was confronted with the same situation involving a known homosexual, the fear of contracting AIDS alone would prevent me from helping him.

"To you, that may sound like a very harsh statement to make, but I believe it to be the truth. The hard fact of it is that there are a lot more Marines out there that feel the same way I do..."

Here's how a Marine combat veteran of the Korean War feels:

"I served during the Korean War with the U.S.M.C. 7th Regiment, 1st Marine Division, 1950-51 in heavy combat at the Chosin Reservoir, North Korean and at Inchon-Seoul operation and later stopping and advancing against two spring counterattacks in Wonju-Chun-Chon Central Sector east of Seoul South Korea.

"Privacy was nonexistent in foxholes through rain and snow being shot and mortared at. You had to develop a trust in a buddy system under harsh and unhealthy living conditions. Black or white made no difference, we were real men facing the same fate. Having known homosexuals around would have been very destructive to the fabric or morale, which was difficult enough.

"The best example I can give you is what happened to me personally. It was March 1951. We were moving north near the 38th Parallel. Our trucks pulled off the road into a rice paddy. An Anglico Jeep backed into a supercharged land mine, blowing the jeep apart, killing all four men. A lieutenant was cut in half, his upper torso landed on ammunition boxes nearby, his intestines with body fluids and blood hitting me in the face and on my clothes. Had this man been HIV positive, or a carrier, I would have contracted this disease and not been alive today -- and not because of the enemy in war..."

In combat men bleed a lot. They bleed a lot on each other. The fear of becoming infected with HIV from open homosexuals is very great. In infantry units most men will have a number of minor open cuts, scratches, sores, infected insect bites, etc. It is virtually impossible to keep a wounded man's blood from getting on and in your minor wounds when rendering first aid.

The increased danger of HIV infection is real, even in peacetime during routine training. Take a look at enclosure (2) which shows some of the tough training that every male Marine goes through in recruit training. Training is tough. Scratches, cuts, and bruises are common. Practically everyone has a minor open wound during training. If you had to engage in bodily contact, hand to hand combat training with a known homosexual wouldn't you be concerned? Is that "homophobia?"

Then, of course, there's the problem associated with the "walking blood supply" if people from the high risk HIV group are allowed in the services. Soldiers know that it sometimes takes years for HIV to show up in blood tests. They fear that they may receive contaminated whole blood if wounded. See enclosure (3) to get an idea of what combat blood transfusions are like.

Is concern about lack of privacy "homophobia?"

The services correctly provide separate sleeping, toilet, shower, and clothes changing facilities for men and women. The reason is simple. We don't want to add a "sexual attraction" dimension (that is sexual arousal) to the military equation. Also, many men and women feel very uncomfortable exposing themselves to persons of the opposite sex.

If we admit open homosexuals how do we solve the privacy problem? Take a look at enclosure (4) which shows a typical recruit training

squad bay that every Marine recruit lives in for several months. Each squad bay has common showers and toilets. But that squad bay is luxurious compared to the living accommodations aboard a troop ship where men must sleep in bunks stacked 4 or more high, separated by 18-24 inches. In spaces equivalent in square footage to this room seven or eight hundred men might be quartered for months at a time. Enclosure (5) is an example of how close a Navy crew is billeted aboard ship. In Marine or Army troop compartments the bunks are much closer. Enclosure (6) is a picture of Marines training on a crowded troop ship.

Is it "homophobic" for parents and spouses to be concerned about the safety of their loved ones?

I don't think so. Mrs. Margaret Morgan is both a Marine wife and a Marine mother. In her letter, she expresses concerns shared by many:

"Dear Sir:

"I am writing to you because for the first time in my life, I am angry enough to voice an opinion.

"I must tell you from the start that my husband is a retired "Mustang" officer with twenty-two years of honorable service in the United States Marine Corps. Our only child has been a Marine Corps Reservist since 1989 and served eight months of active duty during Desert Storm. I watched my husband leave for his last tour to Vietnam when our son was four weeks old, and watched that same child leave for yet another war at the age of twenty.

"I have shed many lonely tears and prayed many fervent prayers for my husband and son while they went to defend this country. My son has never been more proud than the day the Commanding Officer of Marine Corps Recruit Depot, Parris Island, S.C. called him a Marine.

"Now the cause of my anger -- YES, PROTECTING GAYS IN THE MILITARY. I cannot believe that anyone would even consider allowing gays to remain in the military. Someone needs to listen to the "straight" young men and women. I have heard my son and some of his reservist friends. These are not mindless, uneducated young men. I can name six good, hard working, talented, well trained Marines who have said that there is no way they will remain reservists after their present contract if they are going have to tolerate gays because of their "civil rights." What about the "civil rights" of these young people who feel that homosexual activity is amoral? What happens to the "straight" person who hits the gay who made advances? -- and he will. Why should these young men and women have the added concern about AIDS? What happens if they are in combat and a man they don't know is wounded? Do they risk the chances of AIDS by helping the wounded person or do they let him die? AIDS is fatal.

"I work in the medical field and know only too well the risks of AIDS and HIV. The HIV virus can take years to surface. Scheduled testing for HIV is not the answer to the problem either.

"It hurts to hear the young men and women of our military being made the laughingstock of perhaps the world. My son told me last week that a man that works in the plant asked him if he had heard that the Marines are changing their motto from "The Marines are looking for a few good men" to "Hi Guys." Now it is a matter of PRIDE.

"I certainly hope that this government does not believe that by telling military personnel that "gay bashing will not be tolerated" and making an example of the Marines at Camp LeJeune, N.C. and the sailors in Mobile, AL is going to solve the problem. If they do, this country is really in trouble.

"Who is going to defend this country when all the straight people leave the service?

"What is going to happen when the guard at the White House pats the president on the behind as he leaves for Camp David? Is he going to tell the President he was exercising his "civil rights?" (There is that phrase again).

"What restrictions, if any, are going to be put on the gays? Are they going to be able to "carry on as usual" because of their "civil rights?"

"When two gays decide to "get married" will the gay active duty person be able to claim his lover as a dependent? Will they be eligible for base housing, medical and PX privileges? That should set a good example for the kids in the neighborhood.

"Will the civilian population have to pay the overwhelming medical expenses for active duty gays that contract the HIV and AIDS virus, as well as STD's, while on active duty. Or maybe fill up the veterans hospitals with them so the truly deserving will have to do without proper medical attention.

"Trying to force military people to accept the "gays" is invading their civil rights. The straight young people have a right to serve their country and not have to worry if the guy sleeping beside him is going to make advances, or watch him take a shower. Homosexual behavior is not considered acceptable in any branch of our Armed Forces community. Yes, I have lived in these communities.

"What will protecting the gays in the military do for recruiting efforts. As things stand now, the recruiters will never see the real talent available. A large number of high school graduates use the G.I. bill offered in the Armed Forces as a way to continue

their education that they could not afford any other way, as well as learning job skills.

"I have very strong feelings about gays. I grew up in the South San Francisco bay area. I have seen gays in action, on public streets, in broad daylight. This "alternative" life style is offensive, if nothing else, and should not be forced down the throat of people who are not free to begin a new occupation until their enlistment contract is fulfilled. At least in civilian life, they would be free to walk away and not have to share the same living areas.

"If lifting the ban on gays in the military is passed into law, this United States of America will be in real trouble because our military forces will be in shambles.

Sincerely,

Margaret Morgan"

We must address Mrs. Morgan's concerns before we change the policy on admitting homosexuals. She articulates thoughts held by many Americans.

How would lifting the ban affect military families?

As expressed in Mrs. Morgan's letter, there is great concern by military families that lifting the ban will adversely impact their housing, social environment, medical services, and other benefits. See " How Lifting the Military Homosexual Ban May Affect Families", by Robert H. Knight and Daniel S. Garcia, FRC, November, 1992, attached as enclosure (7).

Why can't the DOD base its policy on conduct only and not on status; that is, accept personnel with a homosexual status as long as they do not engage in homosexual conduct?

Such a policy change would increase the number of homosexuals in the armed forces. They would be forced to hide their conduct and behavior to avoid separation from the service. This would create an atmosphere of suspicion and mistrust. It would increase distractions from our primary mission of maintaining a trained and ready force as well as undermine the cohesiveness of our units and their leadership.

Few homosexuals are, or remain, celibate. A policy such as this would exclude only those who admit to engaging in homosexual acts, or those discovered engaging in homosexual acts.

In Ben-Shalom versus Marsh, the Seventh Circuit Court ruled that a declaration of homosexuality "if not an admission of (homosexual) practice, at least can rationally and reasonably be viewed as reliable evidence of a desire and propensity to engage in homosexual conduct "(Ben-Shalom V. Marsh, 881 F. 2d at 464 (7th Circuit Court, 1989).

It is essential to ensure that all service members entering the Armed Forces contribute to combat readiness. The American Red Cross asks this question to screen blood donors for the purpose of reducing the HIV risk, and protecting the community blood supply: "if male, have you ever had sex with a man?" Accession policies must at a minimum continue to protect the military community from the risk of HIV infection and other sexually transmitted diseases that would degrade the readiness of the force.

Are Moral Values Important to Military Units?

Yes! Moral values are most important to combat units. According Carl von Clauswitz, in warfare, moral factors outweigh physical factors: "History provides the strongest proof of the importance of moral factors and their often incredible effect: this is the noblest and most solid nourishment that the mind of a general may draw from a study of the past." The Congress of the United States confirmed the necessity for moral values in Title 10, Section 5947, of the United States Code, which says in part: "All...in...authority are required to show in themselves a good example of virtue, honor, patriotism, and subordination;...to guard against and suppress all dissolute and immoral practices...."

In the Marine Corps, we say "Who shows up is more important than how many show up." I learned this first hand twenty-five years ago when my battle-weary understrength battalion fought and defeated an enemy unit many times its size. We were successful because of the incredible bravery, selflessness, and cohesion of my men and their small unit leaders. We loved enough to die for each other and many did, including my Sergeant Major, John M. "Big John" Malnar."

What happens to unit cohesion, when its members are forced to accept individuals who openly espouse a lifestyle many consider dangerous to themselves and others - a lifestyle contrary to deeply held personal values? Distrust replaces camaraderie, morale plummets, men feel threatened and very uncomfortable, cohesion and readiness decline.

Conclusion

See enclosure (8),"Sexual Disorientation", by Robert Knight.

The questions raised in this paper and numerous others must be carefully examined before the ban on homosexuals is lifted or modified in any way. The services maintain that the presence of homosexual individuals in the military adversely affects the ability of the armed forces:

1. To maintain discipline, good order, and morale.
2. To foster mutual trust and confidence amongst soldiers.
3. To ensure the integrity of the system of rank and command.
4. To facilitate assignment and worldwide deployment of soldiers who frequently must live and work under close conditions affording minimal privacy.
5. To recruit and retain soldiers.
6. To prevent breaches of security.

Although taken from Army Regulations 635-200, paragraph 15-1, they apply to all the services.

> "These rationales are interrelated. Each eventually points to a cumulative adverse impact on good order, discipline, and morale of the armed forces -- in short, an adverse impact on combat readiness. Indeed, combat readiness should be the guiding light in any discussion of the homosexual exclusion policy, and any question that does not take combat readiness into account is a question asked in vain. Combat readiness -- as demonstrated by *military success* -- embraces "sacrifice of life and personal liberties, secrecy of plans and movement of personnel; security; discipline and morale; and the faith of the public in the officers and men and the cause they represent."
>
> Wells-Petry, p.92

In my opening remarks I stated that the rights of all Americans are more important than the special interests of homosexuals. Our Armed Forces exist to protect the freedom and national interests of all Americans. To do this the Armed Forces must be ready to fight and win on the battlefield -- that is, to be combat effective. Anything which detracts from combat effectiveness puts the lives of young American service people and the national interests of the United States at great risk. Allowing open homosexuals in our Armed Forces will seriously degrade combat effectiveness by undermining morale, discipline and unit cohesion.

Therefore, I urge you to ban the admission or retention of homosexuals in our Armed Forces.

Insight

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Gary L. Bauer
President

Homosexual Security Issue Clouded by Partisan "Study"

One of the main arguments used by proponents of lifting the military ban on homosexuals is that recent studies "prove" that homosexuals are not a security risk.

The centerpiece of this argument is a study from the Defense Personnel Security Research and Education Center (PERSEREC), an agency of the Department of Defense. Written by Theodore R. Sarbin, Ph.D and Kenneth E. Karols, M.D., Ph.D., "Nonconforming Sexual Orientations in the Military and Society" was leaked to Congress in 1988 and published in 1990 as part of Gays in Uniform, a pro-homosexual book from Alyson Publications in Boston. Alyson also publishes the controversial elementary school textbooks Heather Has Two Mommies and Daddy's Roommate, as well as Macho Sluts, which includes a story about a lesbian who seduces her own daughter into sadomasochistic sex, The Age Taboo, an anthology of arguments for men having sex with boys, and Gay Sex: A Manual for Men Who Love Men, which includes seven recommendations by the North American Man/Boy Love Association, a pro-pedophile organization, on how pedophiles can avoid angry parents and the police.[1]

Since its publication, the PERSEREC paper has been cited repeatedly as proof that gays do not constitute a military security risk.[2] This occurred even after the Department of Defense rejected the initial 1988 report as biased and misdirected and released another version in 1991. Here is a typical media citation, from *The Washington Post*: "...the Defense Department's own internal studies largely have erased the notion that gays in uniform constitute a security risk."[3]

The report may have been instrumental in persuading former Secretary of Defense Richard V. Cheney to characterize the homosexual security issue as "a bit of an old chestnut."[4] It was the central piece of evidence regarding security in a June, 1992 General Accounting Office report on homosexuals in the military,[5] and was cited uncritically in testimony by Lawrence J. Korb of the Brookings Institution on March 31, 1993 at the Senate Armed Services Committee hearings on the homosexual policy.[6]

Insight No. 10 May, 1993

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The PERSEREC study also was cited in "The Final Report and Recommendations of the Federal Emergency Management Agency Security Practices Board of Review" (Nov. 12, 1992), which touched off a debate over whether homosexuals were a security risk for that agency. FEMA Security Practices Board member Lorri L. Jean calls the PERSEREC study "the definitive study on 'Homosexuality and Personnel Security.'"[7] And the Final Report notes that "the Board found the PERSEREC study particularly compelling."

Clearly, this study has had an enormous impact. But just a cursory look reveals some striking weaknesses and biases:

• Heavy reliance on the discredited work of sex study pioneer Alfred C. Kinsey,[8] even exaggerating Kinsey's already overblown findings of sexual deviance in the general population, including the now-dead 10% estimate for homosexuality (more than 30 more reliable surveys indicate that it is less than 2% and may be less than 1%).[9] During the Senate Armed Services Committee hearings, Lawrence J. Korb cited the PERSEREC study as having estimated that homosexuals in the military comprise 200,000 (10% of 2 million).

The 1988 PERSEREC study also had a "bisexuality index" derived from Kinsey, which was dropped from the 1991 version. Bisexuals may be more vulnerable to blackmail than homosexuals, because they lead double lives and because of the risk of passing on to heterosexuals the diseases that are epidemic among homosexuals. Dropping Kinsey-derived statistics may have strengthened the report, but the topic of bisexuality itself is worthy of examination. The 1991 PERSEREC report ignores bisexuality.

• Numerous citations from a single historian: Vern Bullough, a Kinsey disciple and a member of the editorial board of the Dutch pro-pedophile journal, *Paidika: The Journal of Paedophilia*, which advocates sex between men and boys. In the May, 1991 *NAMBLA Bulletin*, published by the pro-pedophile North American Man-Boy Love Association, Bullough is quoted in an advertisement for *Paidika*: "'Required reading for all those interested in research and studying intergenerational sex research.' --Dr. Vern Bullough."

• Open hostility toward traditional sexual mores, and pejorative references to biblical Judaism and Christianity as "superstition." The study quotes Bullough, who dismisses as "fundamentalist preachers" all who believe that "nonconforming sexual behavior is sinful."

• Bold, polemical statements that defy a wealth of contrary scientific evidence. Example: "Homosexuals are like heterosexuals in being selective in their choice of partners, in observing rules of privacy, in considering appropriateness of time and place, in connecting sexuality with the tender sentiments, and so on" (p. 31). For authoritative descriptions of typical gay sexual practices, see gay journalist Randy Shilts' 1987 book And the Band Played On (St. Martin's Press, New York), a 1978 Indiana University study (Bell and Weinberg),[10] which reports that the typical male homosexual has hundreds of sex partners, The Gay Report (Summit, New York, 1979) by Karla Jay and Allen Young, and numerous other studies that document a high degree of promiscuity and high-risk sexual practices among homosexuals.

• Ignoring the Bell and Weinberg study's finding that a significant number of homosexuals report that "someone has threatened [them with] exposure

of homosexuality in order to get something of value."[11] The PERSEREC report was supposed to determine vulnerability of homosexuals to blackmail. Its omission of the blackmail information is inexplicable in a study about security risks.

• Uncritical acceptance of a controversial pre-birth hormonal biological explanation for homosexuality, with no documentation other than a 1987 study (Ellis and Ames)[12] that relies primarily on animal studies and public opinion polls. An authoritative survey (Byne and Parsons) of available data on genetic studies in the March, 1993 *Archives of General Psychiatry* concludes that "there is no evidence at present to substantiate a biologic theory."[13]

• Misleading description of the American Psychiatric Association's removal in 1973 of homosexuality from the list of mental disorders, omitting such facts as an American Medical Association membership survey in 1975 that found 69% agreeing that homosexuality is "pathological." Sarbin and Karols also omit mention of other studies by psychotherapists such as Elizabeth Moberly and Gerald van den Aardweg, or Masters and Johnson, who report a 79.1% success rate in changing patients' orientation from homosexual to heterosexual.[14]

• Frequent citations from pro-homosexual, value-laden sources, such as feminist law professor Sylvia A. Law of New York University, who misrepresents religious beliefs and Biblical references.[15] For instance, Law claims that most organized religions do not condemn homosexual conduct. She also fails to acknowledge any link between homosexuality and promiscuity, and indicates that differences between men and women are socially contrived rather than inherent and natural. Law openly attacks the traditional family, favors homosexual marriage, and derides traditional values as rightly "disappearing."[16]

• Misrepresents military policies. For example, the report says that many members discharged for homosexuality had security clearances. But it does not mention that many service members with more than two years of service generally require and are routinely given a security clearance.

• Makes unwarranted assumptions such as that "the vast majority of homosexuals in the armed forces remain undiscovered by military authorities, and complete their service with honor." This conclusion is based on no evidence whatever, except the low numbers of homosexuals discovered contrasted with the inflated Kinsey-derived 10% estimate for homosexuality in the population. There is no way of knowing how many homosexuals are in the military or whether their military presence reflects their numbers in the general population.

• Criticizes in a partisan, non-scientific fashion Article 125 of the Uniform Code of Military Justice, which prohibits sodomy. The 1988 version says: "On the reasonable assumption that the number of military personnel who are homosexual may be as high as 10 percent, only a minute percentage are separated from the service. This discrepancy calls into question the usefulness of Article 125." (p. 24)

The idea that Article 125 is not commonly employed is unfounded.

Additionally, many soldiers charged with sodomy are separated from the services via disciplinary procedures short of a court-martial. This saves the government prosecution expenses and quickly removes the service member from the military with a less than honorable discharge.

• Omits any reference to any study examining military unit cohesion and discipline and their effect on combat readiness.

• Compares homosexuals to African-Americans in language identical to that used by gay activists, ignoring those who find the linkage inaccurate and even offensive. Gen. Colin Powell calls the comparison "convenient but invalid."[17]

• Makes ideological generalizations without any corroboration. Example: "One of the more powerful reasons for rejecting change has to do with the idealized imagery of the combat soldier." And: "Although unsupported by evidence, the belief is widely held that men must be rugged, tough and macho to achieve success in battle." (p. 27)

• Ignores medical evidence about AIDS and questions the military's policy of excluding HIV-positive recruits. Example: "The military must weigh the costs of rejecting large numbers of HIV positives (an unknown percentage of whom would not develop the disease) against the medical costs of monitoring and treatment of those who turn out to develop the symptoms." The idea that evidence of HIV infection may or may not be a marker for eventual onset of AIDS is misinformation at its worst. To date, medical science has concluded that HIV infection always means the eventual onset of AIDS. Some people test falsely positive for HIV, but once HIV infection is reliably determined through further tests, that person will develop full-blown AIDS. To suggest otherwise is misleading. This misinformation also plays into the demand by gay activists to end HIV testing of recruits,[18] a program that has saved the military billions of dollars in AIDS-related health costs.

Finally, the original PERSEREC report team went well beyond its mandate to determine whether homosexuality constitutes a security risk factor, and addressed instead overall suitability for service. A Feb. 10. 1989 memo by Craig Alderman, Jr., Deputy Undersecretary of Defense for Policy, criticizes the report as "fundamentally misdirected....It is as if *Consumer Reports* commissioned research on the handling characteristics of the Suzuki Sammurai (sic), and received instead a report arguing that informal import quotas for Japanese automobiles were not justified."[19]

No cost figures for the study have been made available, but the memo concludes that the PERSEREC study "has expended considerable government resources, and has not assisted us one whit in our personnel security program."

-- LT. COL. ROBERT L. MAGINNIS and ROBERT H. KNIGHT

Col. Maginnis is an active-duty Army officer assigned to the Pentagon. His views do not necessarily represent those of the Department of Defense. Mr. Knight is Director of Cultural Studies for the Family Research Council.

ENDNOTES

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2.John Lancaster, "Hill Study Challenges Military's Exclusion of Gays," The Washington Post, June 19, 1992, p. A-1.

3.Lancaster, op. cit., p. A-12.

4.Remarks made September 2, 1992, on MacNeil/Lehrer NewsHour. Also, Lancaster, op. cit., p. A-12. He writes: "The latter finding also has been endorsed by Defense Secretary Richard V. Cheney."

5."Defense Force Management: DOD's Policy on Homosexuality," General Accounting Office (GAO/NSIAD-92-98), June, 1992, pp. 31-36.

6.Testimony by Lawrence J. Korb of the Brookings Institution, March 31, 1993, before the Senate Armed Services Committee, chaired by Senator Sam Nunn (D-GA).

7.Enclosure to Tab F of "The Final Report and Recommendations of the Federal Emergency Management Agency Security Practices Board of Review."

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16.Law, op. cit., p. 234.

17.Letter to Rep. Patricia Schroeder (D-CO), May 8, 1992.

18.Joyce Price, "Gay Activists Protest HIV Testing in Military," The Washington Times, Dec. 1, 1992, p. A-1.

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THE WALL STREET JOURNAL WEDNESDAY, MARCH 31, 1993

Homosexuals and the 10% Fallacy

By J. Gordon Muir

How many Americans are homosexual?

For years, conventional wisdom has said that 10% or more of the population is gay. Derived from surveys in the 1940s by pioneer sex researcher Alfred C. Kinsey, the one-in-10 figure is routinely cited in academic works, sex education materials, government reports and the media. The 10% estimate also has been used extensively by activists lobbying for gay-affirmation programs and extensions of family benefits to homosexual employees of major corporations, as well as seen as evidence of gays' voting clout.

But there long has been much evidence that the 10% estimate is far too high. Surveys with large samples from the U.S., Canada, Britain, France, Norway, Denmark and other nations give a picture of homosexuality *experience* rates of 6% or less, with an *exclusive* homosexuality prevalence of 1% or less.

The most comprehensive example is the continuing survey conducted by the U.S. Census Bureau since 1988 for the National Center for Health Statistics of the Centers for Disease Control. The survey, which polls about 10,000 subjects quarterly on "AIDS Knowledge and Attitudes," asks confidentially if any of several statements is true, including this one: "you are a man who has had sex with another man at some time since 1977, even one time." No more than 2% to 3% of the more than 50,000 men surveyed have answered "yes to at least one statement." Since some yes answers were given to the four other questions (blood transfusions, intravenous drug use, etc.), the data strongly suggest that the prevalence of even incidental homosexual behavior is less than 2% for men. Most studies report that women have about half of the male prevalence rate, so a general population estimate for homosexuality would fall below 1.5%. A national poll showed that 2.4% of voters in the 1992 presidential election described themselves as homosexual.

Abundance of Evidence

Numerous other surveys reveal similar percentages. Father-son researchers Paul and Kirk Cameron have compiled a new report, "The Prevalence of Homosexuality" (scheduled to be published in Psychological Reports), that summarizes more than 30 surveys with "large, plausibly unbiased samples." Here are a few of them:

• *France:* A 1991-92 government survey of 20,055 adults reports that 1.4% of men and 0.4% of women had had homosexual intercourse in the five years preceding the survey. The exclusive lifetime homosexual rates were 0.7% for men and 0.6% for women; lifetime homosexuality experience was 4.1% for men and 2.6% for women.

• *Britain:* A 1990-91 nationwide survey of 18,876 adults aged 16 to 59 reports that 1.4% of men had had homosexual contact in the five years preceding the survey. Only 6.1% of men had any lifetime homosexual experience.

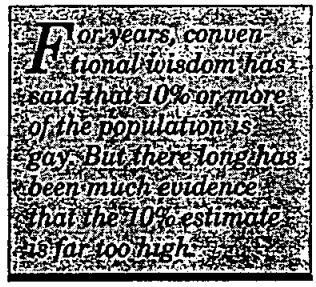
• *U.S.:* A nationwide 1989 household sample of 1,537 adults conducted by the National Opinion Research Center at the University of Chicago finds that of sexually active adults over 18, 1.2% of males and 1.2% of females reported homosexual activity in the year preceding the survey; 4.9% to 5.6% of both sexes reported since age 18 having had partners of both genders, and 0.6% to 0.7% exclusively homosexual partners.

• *U.S.:* A stratified cluster sample from the Minnesota Adolescent Health Survey (1986-87) of 36,741 public school students in seventh through 12th grade found that 0.6% of the boys and 0.2% of the girls identified themselves as "most or 100% homosexual"; 0.7% of the boys and 0.8% of the girls identified themselves as "bisexual"; and 10.1% of males and 11.3% of females were "unsure."

• *Canada:* A nationwide cluster random sample of 5,514 first-year college students under age 25 finds 98% heterosexual, 1% bisexual, 1% homosexual.

• *Norway:* A 1987 nationwide random mail sample of 6,155 adults age 18-60 finds that 0.9% of males and 0.9% of females had homosexual experiences within three years of the survey, and 3.5% of males and 3% of females had ever had any homosexual experience.

• *Denmark:* A 1989 stratified random sample of 3,178 adults age 18-59 finds homosexual intercourse reported by 2.7% of sexually experienced males. Less than 1% of men were exclusively homosexual.



Many other studies also vary greatly from the Kinsey research, which in retrospect has little validity. (The widely publicized new "Janus Report"—"9% of men and 5% of women may be considered homosexuals"—was based on a nonrandom sample, among other problems. Methodological flaws are likely to have contributed to its out-of-step results.)

Among Kinsey's most serious flaws:

• About 25% of Kinsey's 5,300 male subjects were former or present prisoners; a high percentage were sex offenders (he had the histories of about 1,400). Many respondents were recruited from sex lectures, where they had gone to get the answer to sex problems; others were recruited by underworld figures and leaders of homosexual groups. At least 200 male prostitutes were among his interviewees, and could have amounted to as much as 4% of his sample. Some groups were underrepresented, such as church attenders; others were missing entirely. Kinsey represented this as a "carefully planned population survey." His alleged mirror of what the nation was doing sexually kicked off the sexual revolution.

Even Kinsey never said that 10% of the population was homosexual, only that 10% of men over age 16 are more or less exclusively homosexual for periods of up to three years. (By defining adult as age 16 and over, Kinsey misrepresented as adult behavior homosexual play among heterosexual adolescents that may have occurred only once.) For women, the figure was about half of the male prevalence. As for lifelong, exclusive homosexuality, Kinsey placed the figure at 4%, and as for any overt homosexual experience, 37%.

Kinsey's failings aside, sex surveys should never be considered as singularly definitive, because of the problem of volunteer bias; many people don't want to discuss their most intimate sexual natures with a clipboard-bearing stranger or an anonymous telephone interviewer. The refusal rate for sex surveys ranges widely, with some reporting rejections of more than 50%. Although homosexuals contend that social stigma prevents them from full representation in surveys, researchers have found that the sexually unconventional are more eager to discuss sex than people are generally.

Although Kinsey had been criticized early on by other scientists, including psychologist Abraham Maslow (whose advice he ignored), the 10% fallacy was revealed in the mid-1980s when statisticians began tracking AIDS cases. Adapting the 10% estimate and known rates of infection with HIV among gay men, New York City's department of health grossly overestimated the size of the city's HIV-infected gay population as 250,000 (indirectly placing the total number of homosexual-bisexual men at 400,000 to 500,000. In 1988, these figures had to be revised down to 50,000 and 100,000, respectively. The Centers for Disease Control has also stopped using the Kinsey data for national projections.

It was no accident that the 10% figure became engraved in stone. In their 1989 book, "After the Ball," a blueprint for gay political activism, Marshall Kirk and Hunter Madsen boast that "when straights are asked by pollsters for a formal estimate, the figure played back most often is the '10% gay' statistic which our propagandists have been drilling into their heads for years."

Other Kinsey Myths

Now that the mythology surrounding Kinsey's homosexuality statistics is being laid to rest, perhaps it's time to examine some other Kinsey conclusions. A good place to start would be his findings on childhood sexuality.

Kinsey's research contains the only body of experimental data purporting to demonstrate that children from a very young age are sexual and have sexual needs. This wisdom is part of the "scientific" foundation of modern sex education, allowing Lester Kirkendall, a sex education pioneer and Kinsey colleague, to predict in a professional journal in 1985 that once our sense of guilt diminishes, cross-generational (adult-child) sex and other forms of sexual expression "will become legitimate."

But the Kinsey "findings" are based on criminal experiments conducted by pedophiles who sexually stimulated infants (as young as two months) and children against their will, without parental consent (obviously), for up to 24 hours at a time. Kinsey compiled these data in a series of tables illustrating normal childhood sexual response and orgasmic capacity. A Lancet reviewer has called for an explanation from Kinsey's surviving coworkers. (None has been offered.) The National Institutes of Health's fraud specialist Walter Stewart has called for an investigation. It's about time.

Dr. Muir, a physician and former medical researcher, is contributing author, editor and co-publisher of "Kinsey, Sex and Fraud" (Huntington House Publishers, 1990). Robert H. Knight of the Family Research Council contributed to this article.

ENCLOSURE #1A

FAMILY
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Gary L. Bauer
President

Flawed Science Nurtures Genetic Origin for Homosexuality

Several recent studies indicate that homosexuality may be an in-born trait. This idea is crucial to the homosexual rights movement, which compares sexual orientation to immutable characteristics like race. If a person cannot control sexual preference any more than skin color, why not extend special civil rights protections to homosexuals?

There are two problems with this. First, there is no reliable scientific evidence that homosexuality has a genetic basis. Second, even if there were, this would not be reason to condone or promote homosexual behavior. Alcoholics may have a genetically-derived predisposition toward alcohol abuse, but we do not urge them to give in to this impulse just because "that's the way they are." Society also discourages adultery, even if some people with overcharged sexual appetites are severely tempted. Similarly, homosexual behavior is what marks a person as a homosexual, not inclination, which can be temporary, controlled or even changed, as evidenced by the existence of thousands of former homosexuals.

The idea that homosexuals are born, not made, is compelling because it appeals to Americans' sense of fairness and tolerance. It also fits our therapeutic society's increasing desire to avoid individual responsibility for behaviorial choices.

But the fact remains that studies cited to "prove" that homosexuality is genetic are flawed and are not replicated.

In the March, 1993 edition of the Archives of General Psychiatry (AGP), Drs. William Byne and Bruce Parsons examine past and current claims and conclude that "there is no evidence at present to substantiate a biologic theory...the appeal of current biologic explanations for sexual orientation may derive more from dissatisfaction with the present status of psychosocial explanations than from a substantiating body of experimental data."[1]

Ironically, this important review is in the very same AGP edition that includes a highly publicized study about lesbian

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twins. Conducted by J. Michael Bailey and Richard C. Pillard, two researchers who made news in 1991 with a male twins study with similar results,[2] the lesbian study[3] concludes that about half of the lesbians in the sample with identical twins had a twin who was lesbian. Thus, the authors surmise that lesbianism may have at least a partly genetic origin.

Both studies by Bailey and Pillard are flawed. The twins were recruited through advertisements in partisan homosexual publications, which presumably are read mainly by those who identify with the aims of the homosexual rights movement. Also, the twins were raised in the same household. Research strongly indicates that environmental factors play a crucial part in gender-identity formation. (See, for instance the review of environmental studies in Dr. Joseph Nicolosi's Reparative Therapy of Male Homosexuality, Jason Aronson, Inc., Northvale, N.J., 1991.)

The Bailey-Pillard studies' non-twin siblings showed a frequency rate for homosexual siblings similar to that of adoptive siblings with no shared genetic inheritance whatever. Also, nowhere are the unique psychological dynamics of twins taken into account, nor other factors such as age at the earliest sexual experiences, or whether one or both of the twins ever was sexually molested. Finally, the fact that nearly half of the homosexual twins' identical siblings were heterosexual should dampen the idea that homosexuality is genetically-based. If it were genetic, then 100 percent of the twins would be homosexual.

Another highly publicized 1991 study is by former Salk Institute researcher Simon LeVay, who studied a cluster of neurons known as INAH3 (the third interstitial hypothalamus) in the brains of 35 male cadavers.[4] Contrasting 19 known homosexuals with 16 supposedly heterosexual men, LeVay found that the homosexuals generally had smaller clusters. Problems include an extremely small sample size and failure to identify one of the control groups. LeVay didn't know the orientation of the "heterosexual" cadavers, and assumed they were all heterosexual, even though six had died of AIDS. The study also included major exceptions. Three of the "heterosexuals" had clusters smaller than the mean size for the homosexuals. Three of the homosexuals had larger clusters than the mean size for "heterosexuals." Furthermore, it is unclear what role the nodes play, if any, in sexual orientation. Variations may be the result, not the cause, of sexual activity, or of AIDS-related brain damage. Another study (Allen and Gorski, 1992),[5] shows a pattern of different sizes of the brain's anterior commissure between a group of heterosexual men and a group of women and homosexual men. But as Byne and Parsons point out, this study has "many of the same interpretive difficulties as LeVay's..." These include a "tremendous" number of exceptions, such as that 27 of 30 homosexual men had anterior commissures that "fell within the range established by 30 heterosexual men."

Flawed or misreported science can have enormous political ramifications, as shown by the willingness of popular journals to tout studies that bolster gay activists' views while ignoring others that contradict them. The now-discredited Kinsey-based myth[6] that 10 percent of the population is homosexual is a prime example. Although numerous studies from many nations indicate that the percentage is 2% or less,[7] the 10% myth lives on. Even a character in the comic strip "For Better or Worse" proclaimed recently in 1,700 newspapers that

homosexual teens are "one in ten!!"

Someday, scientists may find a hereditary condition that makes some people particularly susceptible to the environmental factors that may tend to produce a homosexual orientation. But this is a far cry from finding a "gay gene." It may take years to undo the misconceptions created by a handful of misinterpreted studies.

"The least deviation from the truth is later multiplied a thousand times," Aristotle said. And more recently, Bob Dylan observed that the truth, which eventually wins out, is "a slow train coming."

--Robert Knight, Director of Cultural Studies

ENDNOTES

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2.J. Michael Bailey, Richard C. Pillard, "A Genetic Study of Male Sexual Orientation," *Archives of General Psychiatry*, Vol. 48, 1991, pp. 1089-1096.

3.J. Michael Bailey, Richard C. Pillard, Michael C. Neale, Yvonne Agyei, "Heritable Factors Influence Sexual Orientation in Women," *Archives of General Psychiatry*, Vol. 50, March 1993, pp. 217-223.

4.Simon LeVay, "A Difference in Hypothalamic Structure Between Heterosexual and Homosexual Men," *Science*, Vol. 258, 1991, pp. 1034-1037.

5.L.S. Allen, R.A. Gorski, "Sexual Orientation and the Size of the Anterior Commissure in the Human Brain," *Proc Natl Acad Sci U S A.* 1992, Vol. 89, pp. 7199-7202, cited in Byne and Parsons, *op. cit., p. 235.*

6.See Judith A. Reisman and Edward W. Eichel, Kinsey, Sex and Fraud: The Indoctrination of a People, J. Gordon Muir and John H. Court, editors, Huntington House, Lafayette, LA, 1990.

7.J. Gordon Muir, "Homosexuals and the 10% Fallacy," *The Wall Street Journal*, March 31, 1993, p. A-14.

The Homosexual Subculture

by

Robert L. Maginnis

Mr. John G. Roos's March 1993 AFJ editorial points out that a "general ignorance about homosexual practices is the strongest ally in the camp of those who support lifting the ban."[1] Indeed, the pro-ban camp must educate the Congress and the American people if the ban is to stand. Consider the following six part profile and decide for yourself whether the homosexual community can contribute to the military's readiness.

First, according to national surveys the homosexual is a privileged person. His average income is fifty percent above the national average (or $55,000). Approximately fifteen percent of all male homosexual households earn over $100,000. This community controls 19 percent of the nation's disposable income or a staggering $400 billion.

The average homosexual is well educated and occupies a position of authority. Nearly 70 percent of all homosexuals are college graduates and 97 percent are employed. Nearly half hold professional or managerial positions compared to 16 percent nationally.

According to Fortune magazine's December 16, 1991 issue, "more homosexuals work in science and engineering than in social services; 40 percent more are employed in finance and insurance than in entertainment and the arts; and 10 times as many work in computers as in fashion." This defeats many of the widespread misconceptions about the homosexuals' employment patterns.

ENCLOSURE #1C

Male and female homosexuals report (90 and 82 percent respectively) reading is a special interest. The homosexual media include at least 51 exclusively homosexual magazines and newspapers.

They can watch at least 23 homosexual cable television programs or listen to more than nine exclusively homosexual radio programs. Even the homosexual hacker can choose from more than 70 homosexual computer bulletin boards.

A survey by The Advocate, a mainstream homosexual magazine reports that 79 percent use commercial airlines an average of four times a year. They also tend to live in urban and suburban areas (86 percent) as opposed to rural areas of the country.

The homosexual community has commercial establishments to meet their social needs. According to one survey, 23 percent report meeting new friends in local "gay" bars. There are "gay" theaters, bathhouses, "gay" bookstores, special "gay" sporting events and much more. The 1993 presidential inauguration even included a "gay" inauguration ball at the National Press Club.

Homosexuals in San Francisco have developed an entire culture which might suggest future social direction for the homosexual community. San Francisco has homosexual teacher organizations, "queer" scouts, a "gay" men's chorus, "gay" ocean cruises, homosexual restaurants, and homosexual political and social activist organizations.

The national homosexual community has organizations with many political and social agendas. They include the Human Rights Campaign Fund, the National Lesbian and Gay Task Force, the

Lambda Legal Defense and Education Fund, and the Gay and Lesbian Alliance Against Defamation. There are radical organizations such as ACT-UP (AIDS Coalition to Unleash Power), Queer Nation (a group promoting homosexual culture as normal), Radical Fairies, Seminary Lesbians Under Theological Stress (SLUTS) and many more.

Second, the homosexual is distinguished from other groups by his behavior and not by some benign characteristic like skin color or ethnicity. Consider a profile of his defining sexual behavior.

Many reputable studies show that homosexuals typically live a dangerously promiscuous life-style. One major study by Bell and Weinberg, entitled Homosexualities: A Study of Diversity Among Men and Women declares that 43% of homosexuals have had 500 or more lifetime sex partners and 28% have had more than 1,000 lifetime sex partners. Another study published in The New England Journal of Medicine entitled, "Sexual Transmission of Hepatitis A in Homosexual Men" says the annual number of sex partners for those in the study was nearly 100. A 1984 study entitled "Heterosexual and Homosexual Patients with AIDS" says homosexuals had a median of 68 sex partners in the year prior to the study compared to a median of 2 for heterosexuals. It also said that homosexuals had a median of 1,160 lifetime sex partners. Tragically, acquired immune deficiency syndrome (AIDS) victims have had an average of 1,100 lifetime sex partners.

They engage in sexual activities in many public locations. They meet for anonymous sex in public restrooms, libraries, highway rest stops, or service stations, in public parks, on

beaches, on street corners, and in pornographic bookstore peep show booths called "glory holes." Some of their favorite places are "gay" bars, "gay" theaters and bathhouses.

A "gay" bathhouse is a place for sex orgies. They check their clothing at the door and then parade around among hundreds of almost naked people seeking partners. Once they find a partner they go into private or group sex rooms and perform sex acts either one-on-one or in groups.

Medical literature describes these settings as death traps. They are contaminated with fecal droppings because many homosexuals can't control themselves due to a condition called "gay bowel syndrome." They've exhausted their anal sphincter muscles by repeated (93%) acts of sodomy thus becoming incontinent.

Many (47%) homosexuals favor a sexual activity called "fisting." This is the insertion of the fist and forearm, as far as the elbow into the rectum of one's partner. This frequently damages the anus, intestines, liver, and spleen.

Another common homosexual practice (92%) is "rimming." This is the licking around and insertion of the tongue into their partner's anus. Fellatio (100%) (oral masturbation of one's partner) is closely associated with "rimming." Little doubt these acts lead to ingesting semen and fecal matter.

According to an article in The New England Journal of Medicine the average homosexual in that study ingested the fecal matter from 23 different men in a single year. In the same study the average homosexual swallowed 50 seminal ejaculations

annually. Fecal matter and semen carry many viruses found in the blood. Diseases and parasites are also found in fecal matter.

Some (17%) homosexuals participate in "scat." This practice involves eating or rubbing fecal material on your body. Some homosexuals roll in fecal matter, called "mud rolling."

Nearly 29% engage in "golden showers" or "water sports." The naked partner lies on the ground and the other partner urinates on him. A September 27, 1991 article entitled "About Water Sports" appeared in Outfront (a Denver homosexual newspaper). This article said, "The fact is that just about every boy I have been with in the past 15 years or so was either actively seeking [urine] or readily willing to take it, one way or another...what other people call waste water, is only considered waste by some of us if it is discarded before it is shared. [Urine] can be a reward: 'You can't have my [urine] till you prove you deserve it.

Homosexuals (33%) also "enjoy" sado-masochism (S&M). This is the deliberate infliction of pain for sexual pleasure. This practice often involves Nazi like insignia and the use of whips and chains.

Homosexuals practice sex enemas (12%), using fecally contaminated nozzles in group sex settings. Some even insert tubes into their anus and force gerbils into their intestinal track. This allegedly promotes pleasure.

These practices are documented in homosexual literature and in authoritative scientific journals. They are commonplace. Straight America rarely hears about this in the media.

Homosexuals rely on drugs and alcohol to curb the pain

associated with these practices. Little wonder substance addiction and abuse is called the second key health problem after AIDS in the homosexual culture (and violence is third).

Recent evidence connects the consumption of alcohol with an increased risk to contracting human immunodeficiency virus (HIV) during high-risk sexual behavior. The fact that one-third of homosexuals are alleged to abuse alcohol contributes to their high incidence of HIV.

Sex and drug abuse makes homosexuals especially vulnerable to disease. They account for 80 percent of the sexually transmitted diseases (STD) in this country. They are thousands of times more likely to contract HIV than heterosexuals. They comprise two-thirds of all AIDS cases reported to the Center for Disease Control. Between 40 and 60 percent of homosexuals have had Hepatitis B and most have had syphilis. They are hundreds of times more likely to have had oral infections from STDs than are heterosexuals.

The incidents of STDs in the homosexual community affect their immune systems making them especially vulnerable to other infections and communicable diseases such as pneumonia, tuberculosis and staphylococci infections.

Some homosexuals ignore the impact STDs are having on their community. For example, Edmund White says in his book The Joy of Gay Sex that "Gay men should wear their sexually transmitted diseases like red badges of courage in a war against a sex-negative society." Another homosexual author, Michael Callen who claimed to have had more than 3,000 sexual partners writes in

Surviving AIDS, "every time I get the clap I'm striking a blow for the sexual revolution." These examples evidence an "in your face" behavior which most heterosexuals cannot understand.

Third, how large is the homosexual community? Homosexual advocates espouse a 10 percent figure, but numerous studies suggest the figure is much lower, less than one or two percent.

The number of homosexuals in society at any given time has not been reliably measured. Estimates of the numbers of homosexuals in society tend to be based on definitional considerations of who is homosexual. The 10 percent figure is based on a 1948 study by Alfred Kinsey, the so-called father of modern sexuality. Kinsey found 4 percent of the white males he surveyed to be "exclusively homosexual throughout their lives," and 10 percent to be "more or less exclusively homosexual" for at least three years between the ages of sixteen and fifty-five. Kinsey's research has been soundly refuted, but his questionable statistics live on.

Although it can be argued that 4 percent is as relevant a finding as 10 percent, media sources and homosexual rights groups tend to cite the higher figure. More recent data provided by the National Opinion Research Center, University of Chicago found the percentage of a national sample of sexually active adults to be somewhat smaller: "...results show that 98.4 percent of sexually active adults reported that they were exclusively heterosexual during the year preceding the survey." This leaves 1.6 percent for the homosexual community.

The extent to which homosexuality exists in society is, in part, dependent upon the definition of who is homosexual or what

behavior constitutes homosexuality.

Fourth, the homosexual community replaces itself by recruiting from the heterosexual community. They often seduce teenagers who are still developing their sexual identity.

Homosexuals are 18 times more likely to engage in sexual practices with minors than are heterosexuals. One survey by two homosexual authors found that 73 percent of homosexuals had at some time had sex with boys 16 to 19 years old or younger.

Crime statistics reveal that at least one-third to one-half of all child molestations involve homosexual activity (even though homosexuals are less than 2 percent of the American population). In fact, 31 percent of those claiming molestation by men before they had reached age 13 were homosexually assaulted.

Homosexual recruiting also takes place in the classroom. According to Dr. Brad Hayton writing in The Homosexual Agenda homosexual teachers have committed up to 4/5ths of all molestations of pupils. They are at least 12 times more apt to molest children than heterosexuals are, and homosexual teachers are at least 7 times more likely to molest a pupil.

According to Dr. Judith Reisman of the Institute for Media Education between 10 and 20 percent of the advertisements appearing in The Advocate have blatantly solicited child/teen entrapment. Nearly 58 percent of the personal ads in that magazine are for prostitution, many solicit boys. The homosexual media also advertises guide books to help homosexuals find young boys for sexual pleasure.

The homosexual community includes members of the North

American Man-Boy Love Association (NAMBLA) an organization that promotes pedophilia. So-called scholars like Dr. John Money, a retired professor of medical psychology and pediatrics at Johns Hopkins University and former adviser to Forum, a Penthouse publication openly endorse sex with children. He told Paidika: The Journal of Pedophilia, a Dutch and American publication, that intergenerational sex can be most rewarding for both partners.

Homosexuals also recruit among older heterosexuals. Jason del Maris writes in The Advocate an article entitled "How to Seduce a Straight Man." This is a detailed account of how a homosexual sexually entraps a straight (heterosexual) male.

Fifth, homosexuals are a very unstable group. Their life-style breeds enormous amounts of guilt, guilt over sexual promiscuity, guilt over constant lies about permanent loving relationships broken within weeks, sometimes within days and hours. They are restless in their contacts, lonely, jealous, and neurotic depressive. They feel troubled by their predicament and its consequences such as social isolation and remaining single.

As a category of people homosexuals have a greater indiscipline problem than heterosexuals. For example, according to one study 2.8% of homosexuals die violently. They are 116 times more apt to be murdered; up to 24 times more apt to commit suicide; and have a traffic-accident death-rate 18 times the rate of comparable aged heterosexuals.

Consider the following vignettes from homosexuals:

Darlene Bogle, Long Road to Love (Chosen Books, Old Tappan, NJ, 1985), p. 183.

"Look, Penny, I'm going to tell you how gay life really is." I waved my hand around the room. "See these people? They're all empty. They come here searching for the perfect lover and spend years in bars only to wake up and discover they're alcoholics." My voice broke. "No matter how much you give to people, it's never enough. They'll find someone else. Possessions can't hold them, and love can't either. No one really knows what love is because God is love, and being gay is against God's love." I paused. "Gay love is temporary commitment, kid. There's no right relationship. You'll live to regret it, and if the booze and drugs don't kill you, you'll die of a broken heart."

Gerard van den Aardweg, Homosexuality and Hope (Servant Books, Ann Arbor, Michigan, 1985), p. 23.

"It's a rough world and I wouldn't wish it on my worse enemy," one man who comes through as an "addict" puts it. "Over the years I lived with a succession of roommates, some of whom I professed to love. They swore they loved me. But homosexual ties begin and end with sex. There is so little else to go on. After that first passionate fling, sex becomes less and less frequent. The partners become nervous. They want new thrills, new experiences. They begin to cheat on each other- secretly at first, then more obviously...There are jealous rages and fights. Eventually you split and begin hustling around for a new lover."

The mother of a young lesbian-feeling woman who had committed suicide told about her daughter. "All her life Helen was looking for love. Then [with her last partner] she thought she had it, but the love was built on a lie. So it could never thrive."

Sixth, the average homosexual is politically active. He almost always votes, works for his candidates, and contributes financially to politicians who support his political agenda. For example, homosexuals claim to have given more than two million dollars to President Clinton's recent campaign and supported his election with thousands of volunteers. Consider their political activism.

A routine police raid on a New York bar in Greenwich Village in June of 1969 set off a homosexual rebellion that is still growing in strength. That raid was answered by homosexual militants who started swearing at the police and threw bricks and bottles. The Stonewall Riot (as it is now called in homosexual folklore) is considered to be a turning point in radicalizing the homosexual revolution.

One of the first targets of the radicalized homosexual community was the 1973 convention of the American Psychiatric Association (APA). According to homosexual Ronald Bayer in Homosexuality and American Psychiatry, The Politics of Diagnosis, the homosexual community used intimidation to force the APA to remove homosexuality as a mental illness from the Diagnostic and Statistical Manual of Psychiatric Disorders (the DSM).

According to homosexual Ronald Bayer in Homosexuality and American Psychiatry, The Politics of Diagnosis, "The result was not a conclusion based upon an approximation of the scientific truth as dictated by reason, but was instead an action demanded by the ideological temper of the times."

According to Dr. Stephen Joseph in Dragon Within the Gates,

the radical homosexual activists made the traditional public health practices in New York City politically impossible, particularly when officials attempted to close "gay" bathhouses regarded as "symbols of gay liberation."

The city of San Francisco refused to close disease ridden bathhouses, maintaining that they were valuable centers of "education" about AIDS, even though their only purpose was to facilitate promiscuous sex.

The homosexual community has succeeded through raw political power to force their demands. Although they do not speak with a monolithic voice, many homosexual organizations agree on the following demands.

First, they demand the amendment of all civil rights laws to prohibit discrimination on the basis of sexual orientation. According to the Village Voice, "It isn't enough to become parallel to straights. We want to obliterate such dichotomies altogether." The recent homosexual victories in California and Oregon and their defeat in Colorado point out growing homosexual activism.

Second, they demand homosexuals be permitted to openly serve in the military. A paper by the "Gay, Lesbian, and Bisexual Military Freedom Project" addresses what the homosexual community expects if the president lifts the ban. They want DoD to establish a body similar to the Defense Advisory Committee on Women in the Service (DACOWITS) to advise the President and the Secretary of Defense on all matters relating to homosexuals and bisexuals in the armed forces.

The "Freedom Project" also calls for military law reform, periodic reporting of DoD implementation of new policies, and training. It demands that the DoD institute training for all personnel --including chaplains-- on the acceptance of homosexual and bisexual personnel which includes didactic and experiential opportunities addressing prejudice, stigma, and discrimination with regard to sexual orientation.

Third, it demands federal encouragement and support for pro-homosexual sex education courses in public schools. Public schools and universities are under widespread assault from homosexual education advocates. Many colleges and universities are putting policies into effect which force students and professors to accept the homosexual life-style. For example, Pennsylvania State University forbids freshmen from refusing to live with a homosexual roommate. Extremes in "sensitizing" or "re-educating" service members will also occur. In Madison, Wisconsin, two college women were fined $1500, assigned to write apologies and forced to attend lesbian-taught "sensitivity" sessions because they refused to share an apartment with an acknowledged lesbian. Three colleges at UC Santa Cruz are forcing all freshmen to go through "Homophobia and Biphobia" workshops.

Such a policy will permit homosexuals to recruit in public schools. One of the most striking examples of such recruiting takes place in the Los Angeles Unified School District.

Called "Project 10," this program began in numerous high schools in 1984. The aim: to counsel students by offering

"emotional support, information, resources and referral to young people who identify themselves as lesbian, gay or bisexual or who want accurate information."

The project offers counseling, books, and lectures on the homosexual life-style. Homosexual counselors encourage teenagers to explore their homosexual urges.

The homosexual assault is evident elsewhere. Their objective is to incorporate homosexual textbooks such as Heather Has Two Mommies, Daddy's Roommate, Gloria Goes to Gay Pride, and One Teenager in Ten.

Queens, New York was a recent battleground concerning the planned incorporation of homosexual textbooks. Parents were angered when the commissioner's text change was publicized. Parental activism led to a decision to fire the education commissioner and the plan to incorporate homosexual textbooks was shelved.

Fourth, they demand federal funding for homosexual advocacy groups. Many college homosexual groups already receive federal support.

Fifth, they demand the immediate release of all sex offenders now incarcerated for crimes related to sexual orientation.

Sixth, they demand the decriminalization of private sex acts between consenting "persons." This demand does not read "adults." Homosexual activists include many pedophilia advocates. They want children free to engage in sex with adults.

Finally, they demand the repeal of any legal restrictions on the sex or number of persons entering into a marriage unit.

Cities like San Francisco and Washington, D.C., already condone homosexual relationships.

Homosexuals hope to legalize all sorts of live-in arrangements. According to Enrique Rueda writing in The Homosexual Network, "Repeal all legislation provisions that restrict the sex or number of persons entering into a marriage unit; and the extension of legal benefits to all persons who cohabit regardless of sex or numbers."

The homosexual community is serious about these demands. Some homosexual activists claim the following statements come from a parody by a fictitious self-proclaimed homosexual activist, Michael Swift. Judge for yourself. "Swift" says in the February 1987 Gay Community News, "All laws banning homosexuality will be revoked. Instead, legislation shall be passed which engenders love between men." He goes on to say, "If you dare cry faggot, fairy, queer at us, we will stab you in your cowardly hearts and defile your dead, puny bodies." He says, "We shall sodomize your sons ... we shall seduce them in your schools, in your dormitories, in your gymnasiums, in your locker rooms, in your sports arenas, in your seminaries, in your youth groups, in your movie theater bathrooms ... your sons will do our bidding. They will be recast in our image. They will come to crave and adore us."

A 1990 homosexual book After The Ball outlines how homosexuals plan to use the media to desensitize America to homosexuality. Judge the six-part plan for yourself.

First, talk about "gays" and "gayness" as loudly and as often

as possible. Why? This will eventually numb sensitivities about homosexuality.

Second, portray homosexuals as victims, not as aggressive challengers. Use symbols which reduce the mainstream's sense of threat, lower their guard.

Third, give homosexual protectors a just cause. Cast the homosexuals as society's victims and encourage straights to be their protectors. Hitch the homosexual cause to some principle of justice or law.

Fourth, make homosexuals look good. Portray them as everyman, pillars of society. Undermine the straight's message that homosexuals are "queer people, shadowy, lonesome, frail, drunken, suicidal, and child-snatching misfits."

Fifth, make the straight victimizers look bad. Give the public images of these victimizers associated with the Ku Klux Klan, bigoted and hysterical ministers, skinheads, menacing punks, and convicts. Show pictures of Nazi concentration camps where homosexuals were tortured and gassed.

Finally, solicit funds to support the media campaign. The homosexual's income is twice the national average. Homosexuals demonstrate their convictions with their wallet.

How successful has the homosexual community used the media? Three out of every four news articles on homosexuality favor the homosexual agenda. Many situation comedies and dramas picture homosexual life-styles as just "different" not wrong. Talk-shows treat homosexuals as normal people.

Homosexual advocates are desensitizing straight America. They

distort the truth about the homosexual life-style by changing our vocabulary, our images, and our thinking patterns as they relate to homosexuals.

In conclusion, the homosexual community is economically and socially prosperous. Its defining and destructive sexual behaviors are documented. These behaviors contribute to their diseased life-style. This community repopulates itself via molestation, artificial insemination, and recruiting from vulnerable heterosexuals. It is a guilt-ridden life-style as evidenced in its horrendous indiscipline problems. Finally, it is politically aggressive. It demands many things, but most of all, it demands your acceptance.

ENDNOTE

[1]According to 1988 surveys by Simmons Market Research Bureau Inc., the average household income of the readers of the top eight homosexual newspapers is $55,430, compared to $32,144 for all Americans. The survey also found that 59.6 percent of homosexuals are college graduates and 49 percent are professionals and managers. This report is cited in the July 18, 1991, Wall Street Journal article, entitled "Overcoming Deep-Rooted Reluctance, More Firms Advertise to Gay Community."

[2] San Francisco Chronicle, AUG 27, 1991 as cited in When the Wicked Seize a City, Chuck McIlhenny (Huntington House Publishers, Lafayette, LA: 1993), P. 77.

[3] Wall Street Journal, July 18, 1991 as cited When the Wicked Seized a City, P.78.

[4] Chuck McIlhenny, When the Wicked Seize a City (Huntington House Publishers, Lafayette, LA, 1993),P.76.

[5] Wall Street Journal, JULY 18, 1991.

[6] Fortune, DEC 16, 1991.

[7] "Gay and Lesbian Diversity in the Workforce," Kaplan Lucus and Associates, 221 S. 12TH Street, Suite 212-N, Philadelphia, PA 19107, P.9.

[8] Ibid.

[9] Ibid.

[10] Ibid.

[11] McIlhenny, P. 76.

[12] Kaplan, P.9.

[13] Ibid.

[14] Frank du Mas, Gay Is Not Good (Nashville, TENN.: Thomas Nelson Publishers, 1979).

[15] A.P. Bell, M.S. Weinberg and S.K. Hammersmith, Sexual Preference (Bloomington, Indiana University Press, 1981) indicated that 3% of homosexuals had fewer than 10 lifetime sexual partners. Only about 2% of homosexuals could be classified as monogamous or semi-monogamous (10 or fewer lifetime partners). Another study (Corey, L. and Holmes, K.K., "Sexual transmission of hepatitis A in homosexual men, " The New England Journal of Medicine, 1980, 302:435-438), the number of annual sexual partners was nearly 100 for those in the homosexual study. In Haverkos's report, The Epidemilogy of [AIDS] Among

Heterosexuals, 260 J.A.M.A. 1922-29 (1988) ("homosexual men ... reported a median of 1,160 lifetime sexual partners, compared with ... 81 for Haitian men ... and 40 for male heterosexual intravenous drug users"); Collier, Cytomegalovirus Infection in Homosexual Men; Relationship to Sexual Practices, Antibody to Human Immunodeficiency Virus, and Cell-Mediated Immunity, 82 Am. J. Med. 593-601 (1987) ("[t]he homosexual men had significantly more sexual partners in the preceding one month, six months, and lifetime (median 2, 9, and 200 partners, respectively"); Ostrow, Sexually Transmitted Diseases and Homosexuality, 10 Sex. Trans. Diseases 208-15 (1983) (the "median number of lifetime sexual partners of the [more than] 4,000 [homosexual] respondents was 49.5. Many reported ranges of 300-400, and 272 individuals reported 'over 1,000' different lifetime partners"); Guinan, Heterosexual and Homosexual Patients with the Acquired Immunodefiency Syndrome, 100 Annals Internal Med. 213-18 (1984) ("[h]eterosexual patients from all risk groups reported considerably fewer sexual partners than did homosexual men, both for the year before onset of illness and lifetime. ... Homosexuals has a median of 68 partners in the year before entering the study, compared to a median of 2 for heterosexuals. ... Homosexuals in the study had a median of 1,160 lifetime partners, compared to a median of 41 for heterosexuals in the study"); Gold, Unexplained Persistent Lymphadenopathy in Homosexual Men and the Acquired Immune Deficiency Syndrome, 64 Med. 203-13 (1985); (in a study of 93 homosexuals, the "mean number of estimated lifetime sexual partners was 1,422 (median, 377, range 15-7,000).

[16] Ibid.

[17] A 1984 study by the American Psychological Association's Ethics Committee, reported in USA Today (November 21, 1984) indicates that fear of AIDS had lowered homosexual promiscuity rate from 70 different partners a year in 1982 to 50 partners per year in 1984. Even at this "safe sex" rate, a homosexual would still total over 600 sexual partners from his 18th to his 30th year.

[18] Bell and Weinberg, Homosexualities, A Study of Diversity Among Men and Women (New York, Simon and Schuster) 1978, pp. 308-309. This study says 42% of homosexuals had 500 or more lifetime sex partners; 75% had 100 or more partners; 28% had 1,000 or more lifetime sex partners; 79% said more than half their partners were strangers; 70% said more than half their sexual partners were men with whom they had sex only once.

[19] "THE GAY DILEMMA," PSYCHOLOGY TODAY, JAN 1984, P. 56.

[20] Stephen C. Joseph, Dragon Within the Gates (Carroll & Graff, 1992) p.98.

[21] Ibid. p. 107.

[22] A Toronto, Canada leftist paper defended the practice in an article titled, "Rimming as a Revolutionary Act." It said, "Public Officials Licensed Sexual Gymnasia called 'Bathhouses' and turned a blind eye towards homosexual activity in bookstore backrooms, bars and "Glory Hole" establishments. This is cited from "Queer Revolution: The Last Stage of Radicalism," by David Horowitz, P.17.

[23] "Sexual transmission of hepatitis A in homosexual men." In this study homosexual participants reported fellating 106 different men and swallowing 50 of their seminal ejaculations. The same study says, homosexuals ingest, on the average, the fecal material of 23 different men each year. The New England Journal of Medicine (1980, p. 302) indicates homosexuals ingest, on the average, the fecal material of 23 different men each year." Ingestion of feces is implicated in the transmission of cancer in Beral's article, "Risk of Kaposi's sarcoma and sexual practices associated with faecal contact in homosexual or bisexual men with AIDS," Lancet, 1992:339:632-35.28.

[24] "Golden showers" or "water sports" are practiced by one-fourth of homosexual males and eight percent of lesbians. This is cited from "Murder, Violence and Homosexuality," Institute for the Scientific Investigation of Sexuality, 1987. A September 27, 1991 article entitled "About Water Sports," appears in OutFront, a Denver, Colorado homosexual newspaper. The article says, "The fact is that just about every boy I have been with in the past 15 years or so was either actively seeking [urine] or readily willing to take it, one way or another...What other people call waste water, is only considered waste by some of us if it is discarded before it is shared. [Urine] can be a reward: 'You can't have my [urine] till you prove you deserve it."

[25] --29% engage in golden showers or water sports. The naked partner lies on the ground and the other partner urinates on him. A September 27, 1991 article entitled "About Water Sports" appeared in Outfront (a Denver homosexual newspaper). This article said, "The fact is that just about every boy I have been with in the past 15 years or so was either actively seeking [urine] or readily willing to take it, one way or another...what other people call waste water, is only considered waste by some of us if it is discarded before it is shared. [Urine] can be a reward: 'You can't have my [urine] till you prove you deserve it."

[26] One-third of homosexuals and one-eighth of lesbians admit to practicing sadomasochism. This is cited in "Murder, Violence and Homosexuality," Institute for the Scientific Investigation of Sexuality, 1987.

[27] Robert J. Kus, "Alcoholics Anonymous and Gay American Men," Journal of Homosexuality, VOL 14, NO. 2 (1987), P. 254.

[28] H.W. Jaffe, and C. Keewhan, et al, "National Case-Control

Study of Kaposi's Sarcoma and Pneumoncystis Carinii Pneumonia in Homosexual Men; Part 1, Epidemiological Results," Annals of Internal Medicine, 1983, 99(2) pp. 145-157.

[29] Ibid.

[30] Susan M. Rogers and Charles F. Turner, "Male-Male Sexual Contact in the U.S.A.: Findings from five sample surveys, 1970-1990," The Journal of Sex Research, VOL. 28, NO. 4, NOV 1991, P. 492. "Despite Some Shifts in the Incidence of HIV Infection and AIDS during the 1980'S, men who have sex with men continue to bear the major burden of HIV infection and AIDS in the U.S.A. as of May 1991, over 115 thousand cases of AIDS have been diagnosed in the U.S.A. among men who report same-gender sexual contacts. These cases comprised nearly two-thirds of all AIDS cases reported to CDC."

[31] Randy Shilts, And The Band Player On (St. Martin's Press, New York, 1987), p.18. "At least one-half of the gay men tested at the clinic showed evidence of a past episode of Hepatitis B. In San Francisco, two-thirds of gay men had suffered the debilitating disease. It was not proven statistically that a gay man had one chance in five of being infected with the hepatitis B virus within twelve months of stepping off the bus into a typical urban gay scene. Within five years, infection was a virtual certainty."

[32] According to Roger Magnuson in "Are Gay Rights Right?," The Berean League, January 1988, "San Francisco alone has been a verereal disease rate 22 times the national average since gay rights laws were passed in our city. There's been a 100% increase in the spread of infectious heptitus A; a 300% increase in hepatitis B; amoebic colon infections increased 2,500%; venereal disease clinics see 75,000 patients every year, of whom 80 percent are homosexual males; 20 percent of them carried rectal gonorrhea."

[33] Horowitz, P.18.

[34] Horowitz, P. 18.

[35] The Journal of Sex Research, Op Cit, P. 492.

[36] KS and PCP are the primary causes of death for most AIDS victims. They occur because the victim's immune system is breaking down. Kaposi's sarcoma is a rare skin cancer that prior to the AIDS epidemic was only found in elderly Jewish or Italian men. It begins with purplish lesions on one's extremities. A PCP patient dies because microscopic protozoa fill the tiny air sacs in the lungs. A typical man has 300 million air sacs, where the oxygen from inhaled breath eases into the bloodstream as part of the body's most basic fueling process. The air sacs also offer a warm climate for the unseen Pneumocystis Carinii organism. This organism was first found in guinea pigs in 1910

by a Brazilian scientist, Dr. Carinii. The first known outbreaks of pneumonia caused by the Pneumocystis Carinii organism were reported in the orphanages of postwar Europe.

[37] Allan Berube, Coming Out Under Fire: The History of Gay Men and Women in World War Two (New York: Penguin Books, 1991), P.289.

[38] Between the years 1938 and 1963, the Kinsey research team took the "sex histories" of about 18,000 persons. In his book Sexual Behavior in the Human Male Alfred Kinsey used data from just over 5,000 males to draw his conclusions. His research also included directed experimental sex research on children age 2 months to almost 15 years. These children were orally and manually stimulated to orgasm by a group of nine sex offenders. The kinsey male population included present and former prison inmates. They made up as much as 25 percent of the group of men he used to find out what "normal" male sexual behavior was. It appears that perhaps as many as 1,200 persons in kinsey's sample were convicted of sex offenses. Kinsey's sampling also included 64 percent college educated versus 12 percent in the general population. Seventy-eight percent of his sample of 20 years of age and older were single. This compared to 30 percent in the national population. His sample also included 20 percent who were widowed or divorced and this compared to 3 percent in the national population. Noted psychologist abraham maslow criticized kinsey's work. He pointed out that the intimate nature of sexuality research, the normal process of enlisting volunteers results in an overselection of persons who tend to exhibit (and take delight in admitting) unconventional behavior. for these reasons and more the Kinsey figure of 10 percent of the general population is homosexual, is considered suspect.

[39] Tom W. Smith, "Adult Sexual Behavior in 1989: Number of Partners, Frequency of Intercourse and Risk of AIDS," Family Planning Perspectives Vol. 23, No. 3, May/June 1991: 104.

[40] Susan M. Rogers and Charles F. Turner, "Male-male sexual contact in the u.s.a.: findings from five sample surveys, 1970-1990, The Journal of Sex Research, Vol. 28, No. 4, pp.491-519, nov, 1991. Estimates of the prevalence of male-male sexual contact are derived using data from five probability surveys conducted between 1970 and 1990. Estimated minimums of 5 to 7 percent of U.S. men report some same-gender sexual contact during adulthood. Because of the likelihood of under-reporting, these estimates might be considered lower bounds on the actual prevalence of such contact. Estiamtes show relatively little variation across social and demographic subgroups with the major exception that higher prevalence is reported among never-married men, particularly those 35 and older. Some lesser variations are also found by service in the military, current residence, and current religious affiliation. Fragmentary evidence from these surveys suggests that some men may have episodic male-male contact in adulthood while other men may have a relatively

consistent and exclusive pattern of same-gender contacts. Only one-quarter to one-half of the U.S. men who report male-male contacts in adulthood also report having had such contacts durin the preceding 12 months.

[41] "Child Molestation and Homosexuality," The British Journal of Sexual Medicine, April 1987. The report cites survey results which indicate the mean age of homosexuals' first sexual encounters with other males as 15 years and one month. Another study, "Victimization of Boys," Journal of Adolescent Health Care, (1985, 6, 372-376) says, boys who were sexually victimized are 7 times more inclined to identify themselves as homosexuals or bisexual than those not victimized. This is a primary means for homosexual recruiting.

[42] This is a major concern for the Army because most recruits are 17 to 19 years old.

[43] According to Psychological Reports, 1986, #58, pp. 327-337, at least one-third of all child molestations involve homosexual activity. "...results show that 98.4 percent of sexually active adults reported that they were exclusively heterosexual during the year preceding the survey." This is cited from Tom W. Smith, "Adult Sexual Behavior in 1989: Number of Partners, Frequency of Intercourse and Risk of AIDS," Family Planning Perspectives, Vol. 23, No. 3, May/June 1991, p. 104.

[44] The Homosexual Agenda, OP CIT, P. 15.

[45] Brad Hayton, The Homosexual Agenda: What You Can do (Colorado Springs, CO: Focus on the Family, 420 N. Cascade, Colorado Springs, CO 80903, 1990).

[46] "A Content Analysis of Two Decades of The Advocate and The 1991 Gayellow Pages," The Institute for Media Education, Arlington, VA, June 1991, p. 18.

[47] Ibid.,p. 1.

[48] David Thorstad, a founding member of NAMBLA and former president of the Homosexual Activist Alliance of New York wrote: "The issue of man/boy love has intersected the homosexual movement since the late nineteenth century ..." Thorstad says pedophilia is being swept under the rug by homosexuals "to facilitate its [homosexuality's] entrance into the social mainstream." This is cited from "Man/Boy Love and the American Homosexual Movement," Journal of Homosexuality, 20, 1990, pp. 251-252.

[49] Michael Ebert, "Pedophilia Steps Into the Daylight," Citizen, Nov 16, 1992, p. 6.

[50] This article appeared on pages 38 to 41. The 1991 circulation of The Advocate according to The Standard Periodical Directory,

14th Edition (1991) was 70,000 (35,000 subscription and 35,000 newsstand sales).

[51] Jason Del Maris, "How to Seduce a Straight Man," The Advocate, Mar 28, 1989, pp. 38-41. This is entrapment step-by-step. The author explains, "You must fight these feelings, sniping them as they appear...Scientists say that let alone, the average man is bisexual...When he stops struggling, yank another piece of apparel off his body...Once he's stark naked...maneuver him into your favorite position and go to town."

[52] John Gallagher and Chris Bull, "Washington's New Attitude," The Advocate, January 26, 1993, P. 36.

[53] Ronald Bayer, Homosexuality and American Psychiatry, The Politics of Diagnosis (New York: Basic Books, Inc, 1981).

[54] "1972 Gay Rights Platform," drawn up by 200 homosexuals in Chicago at a meeting of the National Coalition of Gay Organizations. These demands parallel those documented elsewhere. For example, other agendas are found in Manifestos, "Out of the Closets: Voices of Gay Liberation; the announcement for the "National March on Washington for Lesbian and Gay Rights," OCtober 1987; The National Gay and Lesbian Task Force, Presidential Transition Document, dated November 4, 1992.

[55] Cited in "Queer Revolution: The Last Stage of Radicalism," David Horowitz, P. 3.

[56] Gays have an activist agenda and often model their actions after the Nazi party.

ACT UP/D.C. founder, Eric M. Pollard says in "First Person," Washington Blade (D.C.'s homosexual tabloid) (January 31, 1991): "I have helped to create a truly fascist organization... We conspired to bring into existence an activist group that ... could effectively exploit the media for its own ends, and that would work covertly and break the law with impunity ... Under the influence of powerful, illicit drugs, its really seemed like a good idea...." The group subscribes to consciously "subversive modes, drawn largely from the voluminous Mein Kampf [by Adolf Hitler], which some of us studied as a working model."

Adolf Hitler's "inner Circle," and the key men who recruited for the party, and who lead the party, including the most brutal military brigades, the Storm Troopers, (SA) and the Infantry School - were homosexual: Ernst Rohem, Rudolf Hess and Gerhard Rossbach, while the infamous Goring was also said to be a type of transvestite. Walter Langer writing in The Mind of Adolf Hitler (1972) noted that Rudolf Hess "was generally known as 'Frulein Anna.' There were also many other [gays close to Hitler] and it was supposed, for this reason, that Hitler too belonged in this category." See Berthold Hinz, Art in the Third Reich (Pantheon Books: New York, 1979) in a display of brazenly homosexual Nazi

male imagery and concepts, and see especially S. William Halperin, writing in Germany Tried Democracy: A Political History of the Reich from 1918-1933 (Norton Books: New York, 1946). Here, Halperin describes the role of public homosexual activists within Hitler's Nazi party, even to major posts of import. For a detailed accounting of the oppression of homosexuals during Hitler's reign see The Pink Triangle, Richard Plant (New Republic Book, New York: 1986).

Lesbian writer, Donna Minkowitz in "Recruit, recruit, recruit!," The Advocate (Dec 29, 1992) says, "Tell America how much it can gain by emulating us.... Provoke the Right." Earlier in that article she described how Queer Nationals "zapped" Jerry Falwell's speech to the Virginia delegates to the Republican convention. Outside the meeting they chanted, "Ten percent is not enough! Recruit, recruit, recruit!" Inside, whenever Falwell said anything against homosexuals, "air sirens would go off and ACT UP members ... would start yelling..."We are your families, and you are killing us!" Pollard recently quit ACT-UP and apologized for starting the Washington chapter of that organization.

[57] ACT-UP (AIDS Coalition to Unleash Power) member, Bob Wingate sent a letter to the Superintendent, United States Military Academy, on November 26, 1992. In the letter he said, "We intend to sue in Federal Court as soon as the ban is lifted to insure compensatory representation in the service academies. In particular, we intend to get a ruling mandating a set number of places for homosexuals in the Air Force Academy, the Naval Academy and West Point.... Furthermore, we intend to see any official of a military school charged in a civil rights violation if they attempt to harass homosexuals...."

[58] Gay, Lesbian, and Bisexual Military Freedom Project, this is an undated document. it claims to represent a coalition of veterans, human rights, and activist organizations.

[59] Daniel T. Bross, executive director of the AIDS Action Council said in a Washington Times article, "Gay activists protest HIV testing in military," (December 1, 1992), "Someone's HIV status shouldn't be a determining factor for a job, and the military is a job."

[60] This proposal was voted on by the U.S. Senate as a free-standing bill on February 19, 1993. It was defeated 76 TO 23. The cost of the proposal was touted as the reason the bill was defeated.

[61] Manley Witten, "Project 10: What Schools Teach Children about Gay Sex," Valley Magazine, August 1988, cited from Kinsey, Sex and Fraud, J.A. Reisman et al, (Lochinvar, Inc, 1990), p. 227.

[62] Gene Abel et al, "Self-Reported Sex Crimes of Nonincarcerated Paraphiliac," Journal of Interpersonal Violence. Vol 2, No. 1,

March 1987, 5-25. Abel found gay pederasts sexually molest young boys with an incidence that is occurring from five times greater than the molestation of young girls. These nonincarcerated child molesters admitted to from 23.2 acts to 281.7 acts per offender. Their targets were boys.

[63] The National Gay and Lesbian Task Force, Poilcy Institute, 1734 Fourteenth Street, NW, Washington, DC published a "Domestic Partnership Organizing manual." This is a resource book for those wanting to initiate a program in their area.

[64] Enrique Rueda, The Homosexual Network (Greenwich, Conn.: Devin-Adair Publishers, 1982), P. 203.

[65] Michael Swift, "Gay Revolutionary," Gay Community News, Feb 15-21, 1987.

[66] Marshall K. Kirk & Erastes Pill, "The Overhauling of Straight America," Guide Magazine, Nov 1987, pp. 7-14.

[67] Donna Minkowitz, a lesbian writer in The Advocate said in "Recruit, recruit, recruit!," (Dec 29, 1992) "we ought to advertise our potential to change straight society in radical, beneficial ways. Hets have much to learn from us: first and foremost, the fact that pleasure is possible (and desirable) beyond the sanctions of the state. Another fact gleaned from gay experience - that gender is for all intents and purposes a fiction - also has the potential to revolutionize straight lives."

[68] Ibid., p. 9.

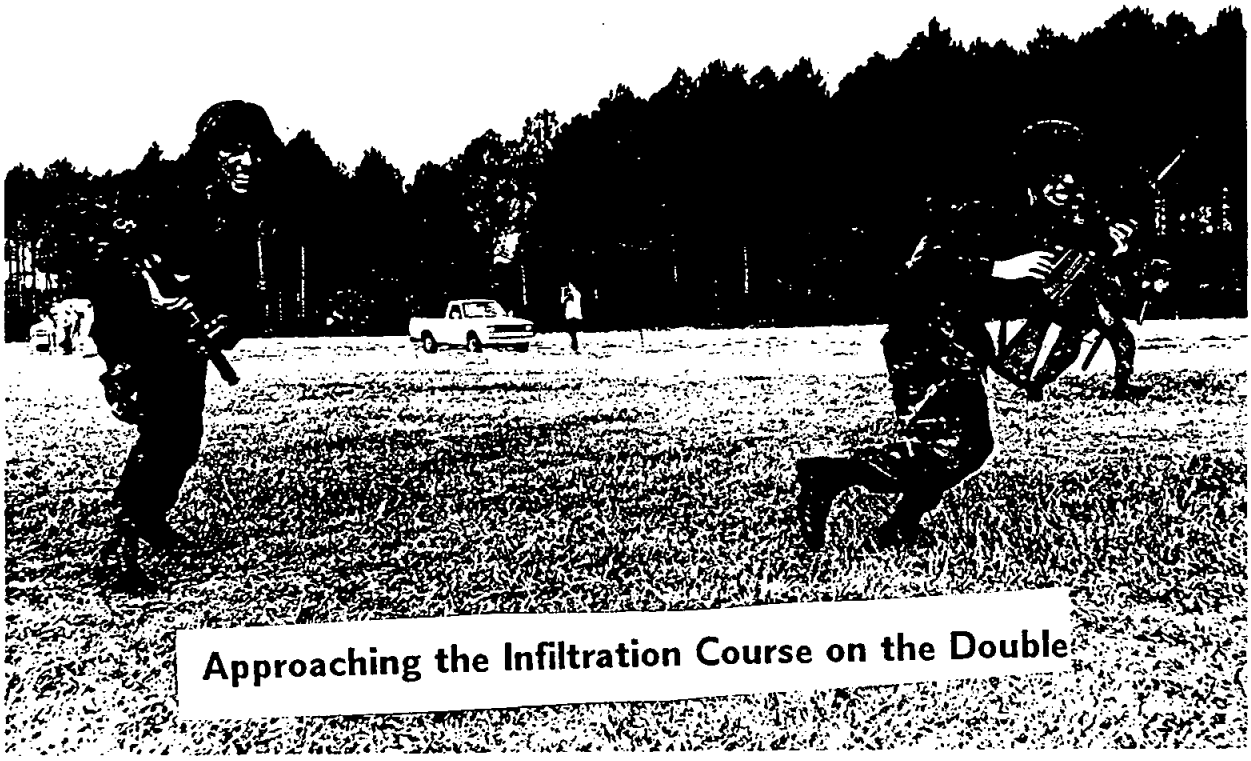
[69] Up to 5 percent of The Advocate glamorizes Nazi features and costume while the prevailing "gay" tough guy culture (i.e., "thoughts, emotions, manners, tastes, habits, skills, art" [Webster, 1979]) fits the key features of a fascist culture." This is cited from "A Content Analysis of Two Decades of The Advocate and The 1991 Gayellow Pages," The Institute for Media Education, Arlington, VA, June 1991, p. 57.

[70] For example, ABC's 20/20 reporter John Stossel matter-of-factly asked his ex-homosexual guest, "Why not marry a man?" Phil Donahue hosted a show where two men were married on the air. Recent episodes of Golden Girls and Dear John promoted the "marriage" of two men and the idea that a character's wife left him for a lesbian lover. The popular drama, Life Goes On has a straight character with AIDS. He works in a hospice with homosexuals who are portrayed as nice, clean cut, and well spoken people. They are likeable. The antagonists are portrayed as homophobes and unenlightened.

Donna Minkowitz, a lesbian an regular contributor to the [C][70]
ConVillage Voice writes in The Advocate an article, "Recruit, recruit, recruit!," (Dec 29, 1992) where she explains her agenda

for going on the Montel Williams show. She said, to "talk about children, sexual choices, and the reasons we need pro-gay curricula in our public schools.... I wanted to go on the show to argue the morality of teaching kids that gay is OK even if it means that some will join our ranks."

[71] Bell and Weinberg, Homosexualities, p. 308. Homosexuals are six times more likely to attempt suicide than heterosexual men.



Approaching the Infiltration Course on the Double



Hitting the Deck on the Run

ENCLOSURE #2

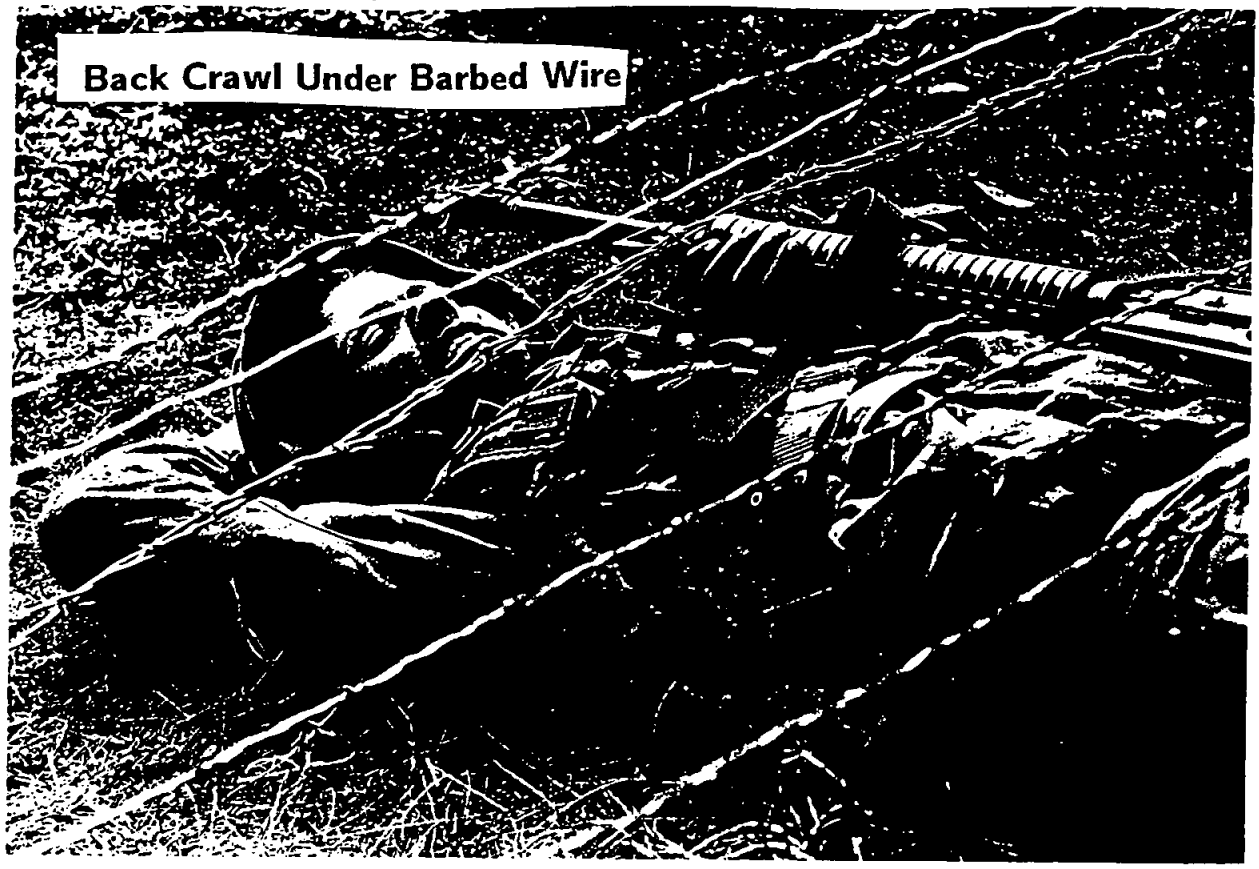


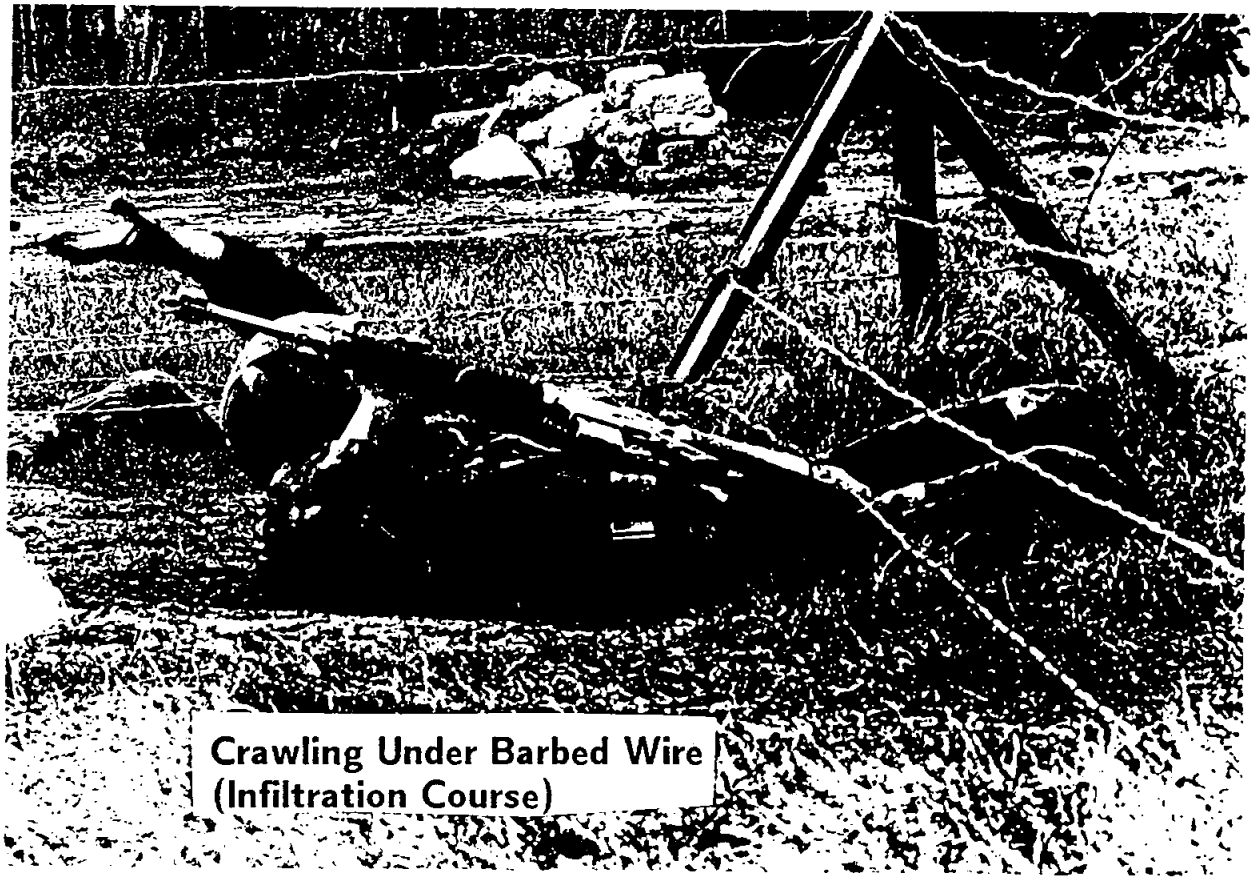
Hit the Deck and Shoot



Running through Barbed Wire
(Infiltration Course)

ENCLOSURE #2


Back Crawl Under Barbed Wire


Crawling Under Barbed Wire
(Infiltration Course)

ENCLOSURE #2



Pugil Stick (simulated bayonet training) in "the Pit"

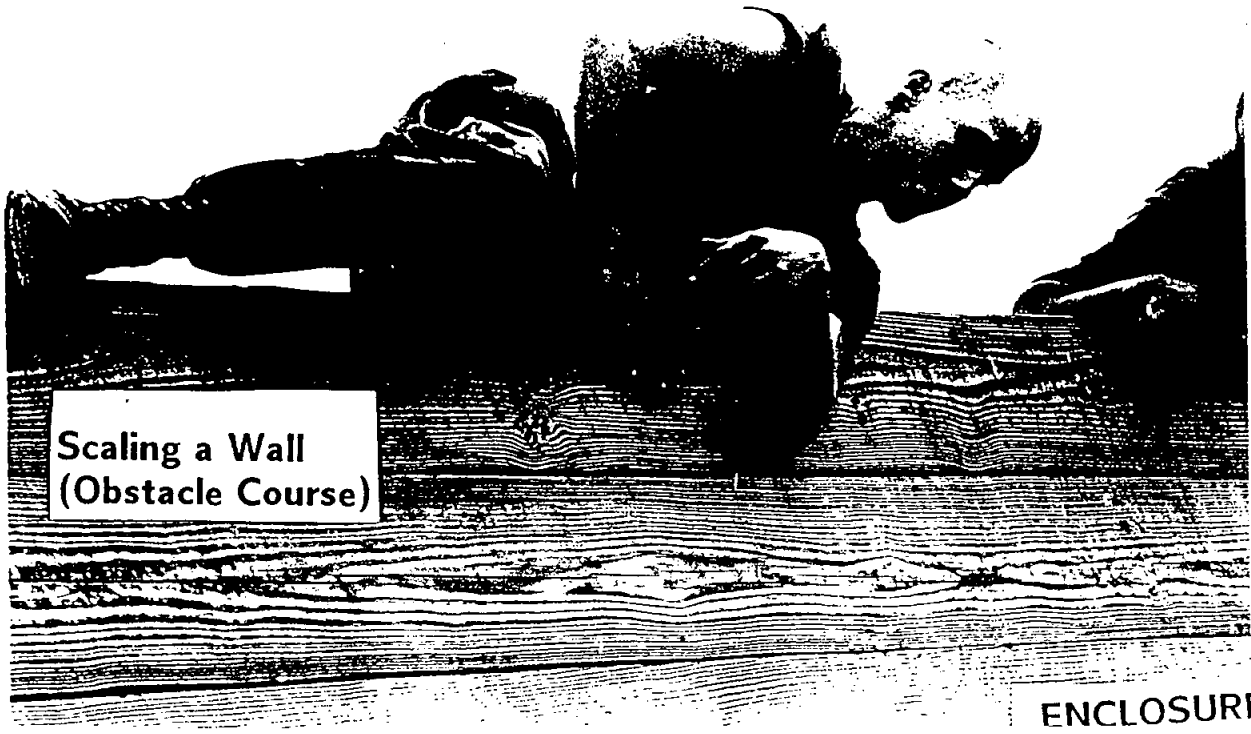


Pugil Stick Training
(Marine on ground has been knocked down by opponent)

ENCLOSURE #2

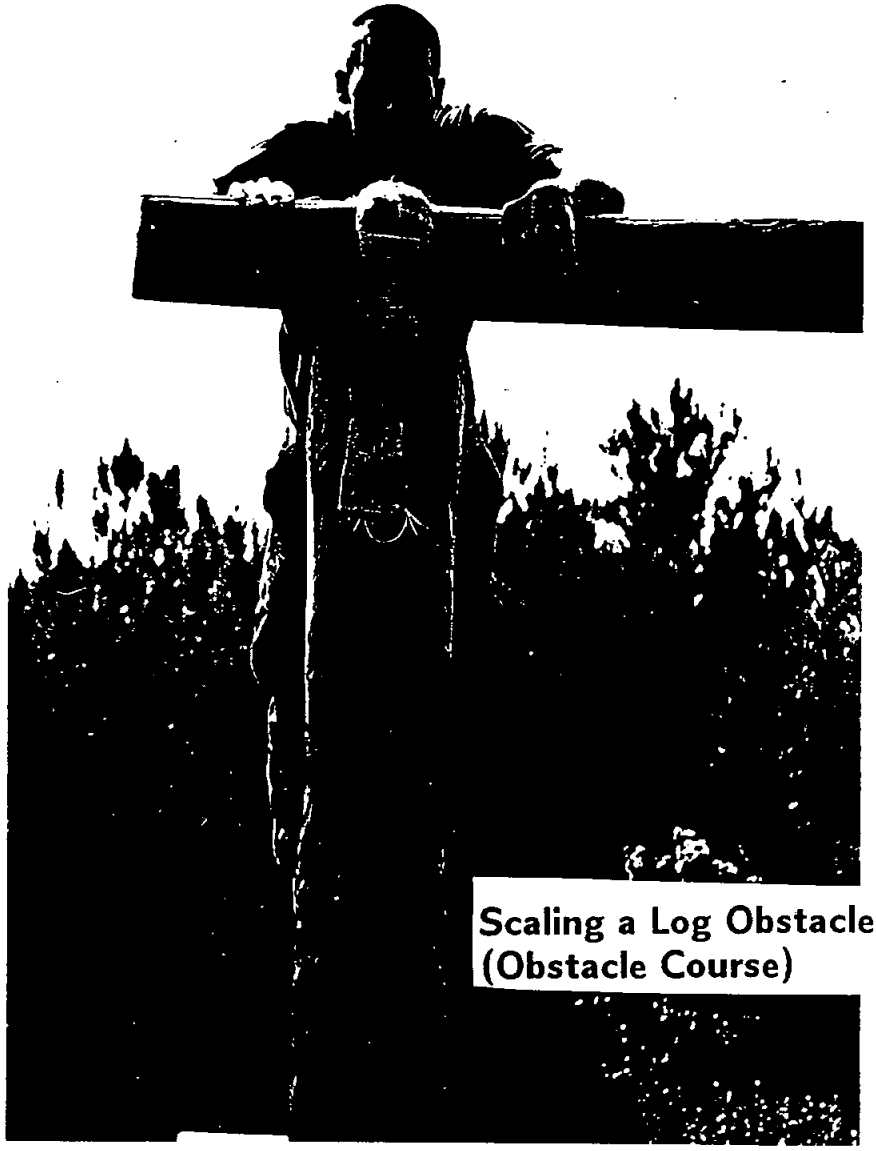


Hand to Hand Combat
(Blocking a kick to groin)



Scaling a Wall
(Obstacle Course)

ENCLOSURE #2



Scaling a Log Obstacle
(Obstacle Course)

ENCLOSURE #2

May 2, 1968, Daido, Vietnam
Casualty Receiving Emergency Transfusion while awaiting Helicopter Evacuation after Battle



ENCLOSURE #3

Typical Marine Corps Recruit Barracks



ENCLOSURE #4



Typical Crew Quarters on a Navy Ship (three bunks high)
Troop bunks are sometimes SIX high and much closer together

ENCLOSURE #5

Marine Physical Training on a Troop Ship



ENCLOSURE #6

In Focus

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How Lifting the Military Homosexual Ban May Affect Families

Arguments against lifting the ban on homosexuals in the armed forces have focused on how the sexual tension that would be created would harm good order, morale and discipline and thus reduce the military's fighting effectiveness.

Condoning open homosexuality would also threaten a particularly vulnerable group within the military: military families.

Here are some of the likely effects:

Housing

The U.S. military maintains living quarters for families on its bases around the world. Following the pattern already established in cities that have homosexual rights ordinances, such as Madison, Wisconsin, it is reasonable to foresee that homosexual couples would press for equal access to base housing without regard for the impact that their open embrace of homosexuality might have on children.

Once sexual orientation is eliminated as a selective factor, marriage itself will be redefined or suffer reduced status in the consideration of on-base housing assignments. For example, in the wake of adoption of special rights for homosexuals at Stanford University, the campus now extends housing privileges to same-sex couples. Objections by families with children were brushed aside as "bigotry." The campus already has a waiting list for family housing, so mothers and fathers with children now face additional competition from homosexual couples.

Social Environment

Lifting the ban on homosexuals would create a less wholesome social environment for military families. Most people recognize that some homosexuals are already in the military but keep their sexual orientation and practices private. If, however, open homosexuals are permitted in the military, parents will find it difficult to shield their children from public displays of homosexual affection. Older children who may be struggling with their budding sexual identities are not prepared to deal with homosexuals as potential role models.

Also, if homosexuals achieve their goal of marital equivalence, unmarried heterosexual couples are likely to clamor for the same status. Again, the Stanford example: On Oct. 29, 1992, the faculty senate called for full benefits for same sex and opposite-sex domestic partners.[1] Thus, families now find themselves competing for housing and other benefits with unmarried heterosexuals as well as same-sex couples. Such a policy

ENCLOSURE #7

reduces marriage to an irrelevancy. This is the wrong cultural message to send in a time when millennia of experience and a growing body of research clearly demonstrate that marriage-based families are the best environment in which to raise children.

Pornography

Base PXs now carry several pornographic publications, including *Playboy, Penthouse and Hustler.* Suppliers may be pressured into carrying homosexual pornography as well. With the recent outcry over sexual harassment in the military and the documented behavioral link between pornography and acts of violence being committed against women and children, the military would be wise to ban the sale of all pornography from its bases.

Benefit Demands

Military medical facilities are already hard-pressed to meet the needs of families. Lifting the ban on homosexuals would add to the burden on medical facilities in disproportionate numbers. According to research compiled by the Jewish War Veterans of the United States, 42% of those soldiers who tested positive for HIV which causes AIDS had participated in homosexual sex.[2] Each case has cost the military approximately $200,000, with the military spending $3 billion on AIDS-related medical costs over the past 10 years.[3] If the ban on homosexuals is lifted, it is reasonable to assume that the number of AIDS cases and the associated costs would rise significantly.

Because of their higher incidence of sexually-transmitted diseases,[4] homosexuals as a group will compete disproportionately for services with other participants in the military's medical system. Families may find one of their children, suffering from chicken pox, standing in waiting room lines behind homosexuals suffering from diseases they incurred during homosexual activity.

CO-LOs--Currently, the military attempts to provide for the collocation of spouses when a husband and wife both serve in the same branch of the armed forces. If the ban is lifted, homosexual couples would press for the same benefits, and compete with these families.

Conclusion

Civil society has long recognized the value of strong, stable families. Military families face a number of unique and difficult challenges in their service to our country. A relatively low pay scale, frequent relocations and long periods of absence by some parents make the military family especially vulnerable. Undermining military families by placing homosexual behavior on a par with marital fidelity would provide devastating evidence that our government no longer recognizes the importance of strong families in cultivating the virtues that enable us to be a free, self-governing people.

--Robert H. Knight, Director of Cultural Studies
Daniel S. Garcia, Research Assistant

ENDNOTES

1.Karen Bartholomew, "Senate endorses giving 'partners' spousal benefits," *Campus Report*, Stanford University, Vol. XXV, No. 5, November 4, 1992, p. 1.

2.Adopted Resolutions, Jewish War Veterans of the United States, August 16-23, 1992, Baltimore, Maryland, p. 8.

3.*op. cit.*, p. 8.

4. H.W. Jaffe, and C. Keewhan, et al., "National Case-Control Study of Kaposi's Sarcoma and Pneumocystis Carinii Pneumonia in Homosexual Men; Part 1, Epidemiological Results," Annals of Internal Medicine, 1983, 99 (2) pp. 145-157; H.H. Hansfield, "Sexually Transmitted Disease in Homosexual Men," American Journal of Public Health, 9, 1981, pp. 989-990; Karla Jay and Allen Young, The Gay Report, Summit, New York, 1979; Janet E. Gans, et al., "America's Adolescents: How Healthy Are They?," American Medical Association, 1990, p. 31.

Christ Church of Arlington

RESUME

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Dr. James M. Hutchens is founding and senior Pastor since 1982 of Christ Church of Arlington, Virginia, and an ordained minister in the Potomac Presbytery of the Presbyterian Church in America. He is a 1960 graduate of Wheaton College in Illinois, with a BA in SOCIOLOGY; a 1964 graduate of Dallas Theological Seminary in Dallas, Texas, with a MASTER OF THEOLOGY Degree. While at Dallas Seminary, he was awarded the ARTHUR F. GANNETT AWARD in Christian Education and the H.A. IRONSIDE AWARD in Expository Preaching. In 1974, he received a DOCTORAL DEGREE in Missiology (Cross Cultural Studies) from Fuller Theological Seminary in Pasadena, CA.

Having served as an enlisted man in the United States Army prior to attending college, he returned to the Army as a MILITARY CHAPLAIN in 1964. While serving in Vietnam with the 173rd Airborne Brigade, he was the first chaplain to be wounded in the Vietnam War. Recipient of two BRONZE STARS, one with V Device for Valor, the PURPLE HEART, the ARMY COMMENDATION MEDAL, and awarded the U.S. Army Ranger Tab and Master Parachutist's Badge, Hutchens returned to the civilian ministry in 1969 after serving his last three years with the U.S. Army's Special Forces (Green Berets). His best selling BOOK, "BEYOND COMBAT", recently republished, tells of his experience as a combat chaplain in Vietnam.

Dr. Hutchens was promoted to the rank of BRIGADIER GENERAL in June, 1989, and was federally recognized on July 22, 1990. His last military assignment was a three and one-half year tour as the Army National Guard Special Assistant to the Chief of Chaplains. From this assignment, he was awarded the LEGION OF MERIT and THE EAGLE AWARD from the National Guard Bureau and from the District of Columbia National Guard, the MERITORIOUS SERVICE MEDAL and the DISTINGUISHED SERVICE MEDAL. He is a graduate of the Army's Command and General Staff School. He retired on 30 November 1992.

In addition, Dr. Hutchens served as a Student Chaplain of Parkland Hospital while in seminary in Dallas, Texas, as the Chaplain to the American Institute of Holy Land Studies in Jerusalem, Israel, and as Chaplain to his alma mater, Wheaton College. He is presently on the faculty of Chesapeake Theological Seminary, Maryland, and on the National Lewis University/ Northern Virginia Advisory Board. He has been a member of various civic and religious organizations, including Rotary International, and was listed in Outstanding Young Men of America.

Dr. Hutchens is married to the former Patty Mercer of Winnfield, Louisiana, a graduate of Wheaton College (BA), Northwestern University in Evanston, IL, (MFA) and National Lewis University in Evanston, IL, (MS in Management). The Hutchens have three married children, Matt, a graduate of the U. S. Military Academy at West Point, NY, Sarah Bramblett, a graduate of Covenant College of Lookout Mountain, TN, and Rachel Criswell, a graduate of James Madison University, Harrisonburg, VA. They have three grandchildren, T.J. and Nathan Bramblett and Blaise Hutchens.

Biography

District of Columbia National Guard

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BRIGADIER GENERAL JAMES M. HUTCHENS
CHAPLAIN
District of Columbia Army National Guard

Brigadier General James M. Hutchens is assigned to the District of Columbia Army National Guard and attached to the Chief of Chaplains (Army) as the Army National Guard Special Assistant to the Chief of Chaplains.

Chaplain (BG) Hutchens was born on July 18, 1934 in Indianapolis, Indiana and graduated in 1952 from Kokomo High School in Kokomo, Indiana. In 1960 he graduated from Wheaton College, Illinois, with a Bachelor of Arts degree in Sociology and in 1964 from Dallas Theological Seminary, Texas, with a Master of Theology degree. In 1976 he earned a Doctorate of Missiology from Fuller Theological Seminary, California. His military education includes Basic Airborne School, 1955; the Chaplain Basic Course, 1962; Chaplain Advance Course, 1964; Ranger School, 1965; Special Forces Officers Course, 1966; High Altitude Low Opening Jump School (HALO), 1967; Jump Masters School, 1968; the Chaplain Reserve Component Command and General Staff College, 1982; and attendance at the Industrial College of the Armed Forces.

Chaplain Hutchens began his military career in 1955 as an enlisted man with the 511th Airborne Infantry Regiment of the 11th Airborne Division. He was commissioned as a 2nd lieutenant in the Staff Specialist Branch (Chaplain Candidate Program) in 1961 and returned to active duty in 1964 with an assignment to the 70th Engineer Battalion (Combat). After deploying to Viet Nam in 1965, he was reassigned to 1/503rd Airborne Infantry Battalion of the 173rd Airborne Brigade (SEP).

During his tour with the 173rd, Chaplain Hutchens was the first chaplain wounded in Viet Nam. His experience in Viet Nam is recounted in his book "Beyond Combat" (Moody Press, 1968, and republished in 1986 by Shepherds Press). Returning to the United States, Chaplain Hutchens had tours with the 6th Special Forces and the 10th Special Forces Groups before returning to the civilian ministry in 1969.

(Current as of November 1990)

OVER

Chaplain Hutchens served in the Individual Ready Reserves and in an Individual Mobilization Augmentee assignment as Deputy 5th Army Chaplain prior to joining the District of Columbia Army National Guard in 1981. His assignments with the DCARNG include deputy Staff Chaplain, Staff Chaplain with the 260th Military Police Group, and from 1984 to 1989 as the Senior Staff Chaplain of the DCARNG.

Chaplain Hutchens' awards include the Bronze Star with "V" device with Oak Leaf Cluster, the Purple Heart, the Army Commendation Medal, Viet Nam Campaign ribbons, the Ranger Tab and Master Parachutist Badges.

In civilian life Chaplain Hutchens serves as the founding and senior pastor of Christ Church of Arlington, Virginia, affiliated with the Presbyterian Church in America.

His civic affiliations include membership in Rotary International, member of the Advisory Board of National Louis University, Adjunct Professor of Chesapeake Theological Seminary, as well as membership in the National Airborne Association, the Association of the United States Army, NGAUS and the National Guard Association of the District of Columbia.

Chaplain Hutchens was promoted to the rank of Brigadier General on June 1, 1989 and was federally recognized on July 22, 1990.

Chaplain Hutchens is married to the former Patricia Mercer of Winnfield, Louisiana, a teacher and practicing artist. They have three children, Mather (Matt), Sarah and Rachel. The Hutchens live in Great Falls, Virginia.

-30-

Biography - Colonel John W. Ripley, U.S. Marine Corps (Ret.)
President, Southern Virginia College for Women

Colonel Ripley has dedicated his life to the military. After his June 1957 graduation from high school in Radford, Va., he served one year in the Marine Corps before entering the United States Naval Academy with a Secretary of the Navy appointment in 1958. In June of 1962, he was commissioned a Second Lieutenant, USMC and entered the Basic School at Quantico, Virginia.

Highlights of Colonel Ripley's military career include two tours in Vietnam, six valorous decorations, including the Navy Cross, the Silver Star and the Purple Heart, and fourteen personal decorations. He earned the distinction before his retirement as one of the Marines most experienced in ground combat, a subject he has lectured on extensively. His testimony before the Presidential Commission on Women in Combat has been entered into the Congressional Record. As a captain, Colonel Ripley served in the British Royal Marine Commando's, commanding a Rifle Company in Norway, Singapore and Malaya. While serving in northern Malaya he campaigned for several months with the famous Gurkha Rifles. Colonel Ripley has commanded at every level including three platoons, three companies and two years each as a battalion and regimental commander. He became an expert in Arctic warfare having operated in the Arctic of North Norway for five winters with his company, battalion and later regiment.

He was also assigned to the Office of the Joint Chiefs of Staff as a political/military planner, where he interfaced with the State Department. As a Joint Chiefs of Staff representative, Colonel Ripley was the only Marine on the State/Defense Department Committee forming sensitive national policy for the Middle East.

Colonel Ripley attended American University, earning a Master of Science in Environmental Systems Management (1976). He also attended the Naval War College (senior course) for Management and Decision Making (1982).

His service in the academic arena includes an assistant professorship at Oregon State University, where he taught history for three years. As the Director of the Division of English and History (Dean of Humanities) at the U.S. Naval Academy, Colonel Ripley revolutionalized the humanities curriculum and special programs. He also dealt extensively with budget allocation, long-range goals and policies, and admissions. He was, as well, the senior Marine Officer at the Naval Academy. Most recently, Colonel Ripley has served as Commanding Officer of the Naval ROTC Unit at Virginia Military Institute, where he created the largest, most productive NROTC unit in the nation. It is from this position that Colonel Ripley came to Southern Virginia College for Women.

Colonel Ripley has been elected to Phi Alpha Theta, a history honorary. He also holds the distinction of having commissioned more officers in the Marine Corps than anyone on record. He is the subject of, or in, 20 books and has lectured widely on the value of humanities, classics and a liberal arts education. Colonel Ripley is married and has four children: one son a UVA graduate, two sons at VMI, and a daughter at the University of Oregon.

Brigadier General William Weise
United States Marine Corps (Retired)

WILLIAM WEISE, native Philadelphian, served on active duty in the Marine Corps from 1951 to 1982, during which he rose from private to brigadier general. He has BS and MBA degrees. Marine Corps experience includes combat tours as an infantry battalion commander (Vietnam, 1967-8, 2d Bn, 4th Marines) and mortar section commander (Korea, 1953, Company G, 3rd Bn, 5th Marines). His personal decorations include the Navy Cross (the nation's second highest combat award), Silver Star (the third highest combat award), two awards of the Legion of Merit with combat "V", three awards of the Purple Heart for wounds received in combat, and the Vietnamese Cross of Gallantry with Palm. His battalion, the Second Battalion, Fourth Marines, was awarded the Navy Unit Citation for outstanding heroism in 1968. His peacetime assignments included command positions (platoon, company, regiment, force reconnaissance units), plus various staff positions. He taught at the Naval War College, Army Command and General Staff College and the Marine Corps Basic School. During his last two years of active duty he was Deputy Commanding General, Marine Corps Recruit Depot/ Eastern Recruiting Region, Parris Island, South Carolina.

Currently, Weise is a consultant in Alexandria, Virginia. He is active in church work and various community and veteran programs.

Married to the former Ethel Jaeschke, also a Philadelphian, they have three grown children -- Carol, Marc, and Holly-- and eight grandchildren.

Encl:

Navy Cross Citation

Silver Star Citation

First Legion of Merit Citation

Second Legion of Merit Citation

Purple Heart Certificate (3 awards)

Navy Unit Commendation

Non Commissioned Officers Association
of the United States of America

Charles R. Jackson
President/CEO



Charles R. Jackson, the President and Chief Executive Officer of the Non Commissioned Officers Association, was elected to his current office by the NCOA International Board of Directors in February 1993. Prior to his election, Jackson had served as NCOA's Executive Vice President since 1988.

A retired U.S. Navy Master Chief Petty Officer, Jackson's military career included three years service in the Ohio Army National Guard where he achieved the rank of staff sergeant prior to his enlistment in the U.S. Navy. His active duty Navy career spanned nearly twenty-five years with worldwide assignments on numerous ships and aviation squadrons, including Vietnam service aboard USS Franklin D. Roosevelt (CVA-42), culminating in his final assignment as Force Master Chief of the Navy Recruiting Command.

.er retirement, Master Chief Jackson joined the staff of NCOA becoming NCOA's first fully accredited National Veterans Service Officer and established the association's Veterans Service Program.

Jackson was elected by the membership to the NCOA's International Board of Directors in 1980 and was subsequently elected International Secretary. In 1984, he was elected Chairman of the Board and 1988, he was elected Executive Vice President.

From 1985 until his election as President/CEO, in addition to his other responsibilities, Jackson also served as Vice President for Government Affairs directing NCOA's legislative, regulatory and liaison programs at the federal level. Under his guidance, during this period, NCOA sought and received from the U.S. Congress a federal charter which was signed into law by the President of the United States on April 6, 1988.

Jackson has served as a member of the congressionally mandated Advisory Committee on women veterans; as a commissioner on the commission for Veterans Education Policy and the Department of Veterans Affairs Advisory Committee on Veterans Education and Training.

Jackson is a Knight of the Square Table, Order of Excalibur and life member of NCOA. He has received every major award the NCOA can bestow for sustained dedication to the aims, goals and programs of the association.

e is a member of the Veterans of Foreign Wars; the Disabled American Veterans; Fleet Reserve Association; Retired Sergeants Major Association; Association of the United States Army; and the Washington Metropolitan Board of Directors of the USO.

Jackson is a graduate of Palomar College, San Marcos, California, and is married to the former Sylvia Arrington of Madison County, Virginia. The Jackson's have two daughters.

BIOGRAPHY

REV. DR. PAUL H. SHERRY
President
United Church of Christ

The Rev. Dr. Paul H. Sherry is the fifth president of the 1.7 million member United Church of Christ. Elected in July 1989 by delegates to the denomination's 17th General Synod, he is serving a four-year term that runs from October 1989 to October 1993.

The president is chief executive officer of the United Church's General Synod and is the denomination's official representative in ecumenical and interdenominational affairs. Also, in the words of the church's constitution and bylaws, the president is "the Minister of the United Church of Christ," charged with "the care and nurture of the spiritual life of the church."

Before being elected president, Dr. Sherry was executive director of Chicago's Community Renewal Society from 1983 to 1989. Dr. Sherry was also the host of religion talk shows on television and radio in Chicago and New York City. He is the author of numerous published articles and was editor of a book, The Riverside Preachers (New York City: The Pilgrim Press, 1978). He travels frequently throughout the country and the world as a guest speaker and preacher.

Dr. Sherry worked in New York for the United Church Board for Homeland Ministries, the domestic mission arm of the denomination. During his 17 years with the Homeland Board, he was general secretary of the publication division and director of The Pilgrim Press (1977-1982), executive associate for planning and strategy (1971-1982), editor of The Journal of Current Social Issues (1968-1980) and secretary for planning (1969-1971).

From 1965 to 1969, he was executive secretary of the United Church of Christ's Council for Higher Education.

Dr. Sherry was a parish pastor for seven years--at Community United Church of Christ, Hasbrouck Heights, NJ (1961-1965), and at St. Matthew's (now St. Luke's) United Church of Christ, Kenhorst, PA (1958-1961).

Paul Sherry was born in Tamaqua, a small coal town in northeast Pennsylvania, on Dec. 25, 1933. He grew up there as a member of what is now St. John's United Church of Christ. He earned a B.A. degree from Franklin and Marshall College, Lancaster, PA, in 1955; an M. Div. from Union Theological Seminary, New York City, in 1958, and a Ph.D. in theology, also from Union, in 1969. He has honorary degrees from Ursinus College, Elmhurst College, Lakeland College and Defiance College. He is a member of the American Academy of Political and Social Science, the American Academy of Religion and the American Society of christian Ethics.

Dr. Sherry is married to Mary Louise Thornburg. The Sherrys are members of Euclid Avenue Congregational United Church of Christ in Cleveland. They have two grown children and four grandchildren.

The United Church of Christ is a 1957 union of the Congregational Christian Churches and the Evangelical and Reformed Church.

# # #

AUGUST 1991

BIOGRAPHY OF TANYA L. DOMI

Tanya L. Domi, a former Army captain, is the director of the Military Freedom Initiative and the Civil Rights Project at the National Gay and Lesbian Task Force. Domi is also the pro bono legislative director for National Gay, Lesbian and Bi-Sexual Veterans of America, a nationwide veteran's organization with more than 7,000 members in 42 chapters.

Domi was instrumental in drafting the Military Freedom Act of 1992, H.R. 5208, the first measure introduced in Congress by Rep. Patricia Schroeder that would prohibit discrimination against gays and lesbians in the armed forces. The measure was subsequently introduced in the Senate by Sen. Howard Metzenbaum.

Prior to arriving at NGLTF, Domi served in staff capacities in the U.S. House of Representatives, the Hawaii State Senate and as a military analyst with the Council for a Livable World Education Fund. As a defense aide to Rep. Frank McCloskey, a member of the House Armed Services Committee, Domi specialized in weapons procurement; base closure; personnel affairs to include women in combat, reservists/guardsmen, POW/MIA and veteran affairs. During her tenure, Domi contributed to the successful bill drafting and lobbying strategy that repealed the combat exclusion law prohibiting women combat aviators. In 1992, Domi was nominated by then Rep. Les Aspin to the President's Commission on the Assignment of Women in the Armed Forces.

As chief-of-staff to Sen. Anthony K.U. Chang, Hawaii State Senate, Domi advised Chang on international affairs policies relating to Hawaii's special relationship with the former Soviet Union, Pacific Rim countries and commercial space enterprises.

As a career Army officer who entered the Army as a Private and rose to the rank of Captain before being honorably discharged in 1990, Domi was highly decorated and was a qualified parachutist and drill instructor. Among her awards she received the Meritorious Service Medal; Army Commendation Medal (1OLC); Joint Service Achievement Medal; Army Achievement Medal (2 OLC), among others. She served as company commander of the Schofield Barracks Military Police Company, 25th Infantry Division, executive assistant to a Department of Defense Joint/Combined Study of the Readiness of the Philippines Armed Forces; Military Police Operations officer that served as liaison to the Honolulu Police Department and specialized in law enforcement investigations of sex abuse of children and women. Domi was also a battalion operations and logistics officer and company executive/training officer. Domi was nominated for the Douglas MacArthur Leadership Award in Hawaii in 1989.

Domi is also an accomplished journalist and has been published in the New York Times, The Christian Science Monitor, The American Sentinel, ArmsFAX, the Indianapolis Star, and the Asia Pacific Defense Forum, among others. She has been featured on CBS's "48 Hours" and also appeared on CBS and NBC Evening News, CNBC's "McLaughlin Group", "McNeil-Lehrer News Hour", CNN's "Crier and Company', and "Newsday" programs, among others.

Born in Indianapolis, Indiana, Domi received a Bachelor of Applied Arts degree in journalism and political science from Central Michigan University. She was commissioned a Second Lieutenant in the Army, with honors, in 1982 and honorably discharged in 1990 for medical reasons.

KARL CROPSEY
4827 Jarboe Street
Kansas City, Missouri 64112
816-561-9059 (Home)

EXPERIENCE

Apr 89-May 91 **Manager, Human Resources**, National Staffing Group, Sprint Corp, Kansas City, MO. Designed and implemented nationwide drug screening, employee assistance programs, pre-employment screening, contingency workforce management, university relations and summer intern programs and telephone staffing center. Benchmarked Sprint against competition and recommended changes in organization and work design. Created communication programs to introduce innovative employee programs. Conducted extensive job analyses and evaluated jobs against industry norms.

Jul 86-Mar 89 **Manager, Organization Planning/Effectiveness**, US Sprint. Determined organization requirements and recommend modifications to the structure and business procedures. Designed and implemented succession planning and performance management programs, developed workforce demographic reports, and managed outplacement programs. Designed and implemented assessment technology and employee selection and development programs.

Dec 85-Jun 86 **Office Manager**, GTE Sprint, Overland Park, Kansas. Responsible for staffing and salary/sales compensation management for 100 employees in four locations. Managed facilities, supplies and budget. Developed automated systems and trained personnel.

Sep 84-Dec 85 **Operations Analyst**, GTE Sprint, Overland Park. Developed performance standards for the salesforce and customer service representatives. Advised managers on market segments, telecommunications usage trends, geodemographic changes and marketing tactics to improve sales in the Kansas City, Minneapolis, Omaha, and St Louis markets. Used statistical techniques and information systems to forecast and track sales performance, market penetration and customer retention.

Jun 83-Sep 84 **Director, Program Analysis and Evaluation**, U.S. Army Recruiting Command, Fort Sheridan, IL. Responsible for strategic planning and analysis to recruit over 215,000 young people yearly for the U.S. Army. Conducted market and advertising research for the *Be All You Can Be* campaign, evaluated recruiting programs, and coordinated research to improve resource allocation for a 12,000 person organization with a $600 million budget. Responsible for the development of 40 market and operations research analysts. Retired as an Army Colonel.

May 82-Jun 83 **Battalion Commander**, U.S. Army Recruiting Battalion, Kansas City. Responsible for Army recruiting in Kansas and Western Missouri. Managed a salesforce of 200 recruiters. Exceeded all goals within budget.

Jul 81-Apr 82 **Chief, Force Development Test and Evaluation**, Combined Arms Combat Developments Activity, Fort Leavenworth. Planned and evaluated field tests of alternative combat organization concepts that resulted in fielding the High-Technology Light Divisions.

Feb 81-Jun 81 **Operations Research Analyst**, Army Manning System Special Study Group, Office of the Chief of Staff, Army. Participated on the task force that restructured the Army's personnel system and rotation policies for the 1990's.

Jul 78-Feb 80 **Battalion Commander**, 9th Infantry Division, Fort Lewis, WA. Led a 790-man Infantry Battalion. Battalion cited for exceeding readiness goals.

Aug 77-Dec 77 **Management Analyst**, Review of Education and Training for Officers, Office of the Chief of Staff, Army. Participated on the task force that restructured Army officer education and training. Designed senior-officer executive development program for the 1990's.

Mar 76-Jul 77 **Program Analyst**, U.S. Army Combined Arms Training Developments Activity, Fort Leavenworth. Organized and established operating policies for the Army's principal training organization.

Jun 74-Feb 76 **Operations Research/Systems Analysis Instructor**, U.S. Army Command and General Staff College, Fort Leavenworth. Instructed mid-level officers and designed the college curriculum for the 1990's.

Sep 72-Mar 73 **Chief, National Analysis**, Civil Operations and Rural Development Support, Military Assistance Command, Vietnam. Designed, developed and managed the computer-assisted analysis of pacification programs.

Jun 62-Aug 72 Various military assignments.

Military awards include the Silver Star, Legion of Merit, Distinguished Flying Cross, Bronze Star with three oak leaf clusters, Meritorious Service Medal with three oak leaf clusters, Air Medal for valor with 16 oak leaf clusters, Joint Service Commendation Medal, Army Commendation Medal with oak leaf cluster, Combat Infantryman Badge, Expert Infantryman Badge, and Parachutist Badge.

EDUCATION

University of Alabama, Master of Arts, Industrial Management, 1972

University of Minnesota, B.S., Industrial Management, 1962

U.S. Army War College, Carlisle Barracks, PA, 1981; Executive development and leadership program.

U.S. Army Command and General Staff College, Fort Leavenworth, KS, 1974; Mid-level management and leadership program.

Business Management Course, GTE Management Development Center, 1987

COMMUNITY INVOLVEMENT

Member, Board of Directors, Community Protocol Review Committee. CPRC is dedicated to attaining promising new therapy drug trials and alternative treatments for the Kansas City area HIV-infected community.

Member, Board of Directors, SAVE Inc. SAVE is a not-for-profit organization that provides housing for people living with AIDS.

BRIEF BIOGRAPHICAL SKETCH
OF
LUCIAN KING TRUSCOTT III
Colonel, United States Army, Retired

BORN: Honolulu, Territory of Hawaii, 17 September 1921
PARENTS: Lucian King Truscott Jr. and Sarah Nicholas Randolph Truscott
MARRIED: Anne Elizabeth Harloe, 16 April 1946 in Manila, P.I.
CHILDREN: Two sons: Lucian K. IV and Francis M.; 3 daughters: Susan H., Mary R., and Virginia A. 3 granddaughters, 5 grandsons, 1 great granddaughter.
SCHOOLS: 6 different schools through high school. 1945, BS United States Military Academy. 1952, Infantry School Advanced Course. 1955, Command and General Staff College and U.S. Army Special Weapons Course. 1958, Princeton University, Woodrow Wilson School. 1964, U.S. Army War College. 1964, MA, International Relations George Washington University.

CHRONOLOGY OF ASSIGNMENTS:

1941-1942, Enlisted man, Fort McPherson, GA.
1942-1945, Cadet, United States Military Academy
1945-1948, 24th Infantry Division, Japanese occupation.
1948-1948, Pilot training, U.S.Army Air Corps/U.S. Air Force.
1948-1950, Infantry School, Fort Benning, GA.
1950-1951, 2d Infantry Division, Korean War.
1951-1953, Faculty OCS Regiment and student, Infantry School, Fort Benning, GA.
1953-1954, 11th Airborne Division, Fort Campbell, KY.
1954-1955, Command And General Staff College, Fort Leavenworth, KS
1955-1958, Hq. 7th Corps, NATO Special Weapons School, Germany
1958-1959, Student, Woodrow Wilson School, Princeton University
1959-1962, Faculty, Command and General Staff College, Fort Leavenworth, KS.
1962-1963, 7th Infantry Division, Korea
1963-1964, Army War College, Carlisle Barracks, PA
1964-1966, Army Staff, The Pentagon
1966-1967, 9th Infantry Division, Ft.Riley, KS and Vietnam
1968-1970, Fort Leavenworth, KS and Joint Staff, CINCPAC, Hawaii
1970-1972, Temporary Disabled Retired List, Retired.

TYPES OF ASSIGNMENTS:

Infantry platoon leader, company commander, battalion commander Battalion, regimental, division, corps, joint staff, and Department of the Army operations-type staff assignments; instructor in Service schools.

DECORATIONS:

Silver Star, Legion of Merit, Bronze Star, Commendation Medal.

HE WAS ONE OF US

By Lucian K. Truscott III

How times change! The words above appear as the title of a song opposite page 1 of the brief memoir my father wrote of his service in the U. S. Cavalry between the two World Wars. Can you imagine a song today called "A Gay Young Fighter Pilot -- or Infantryman -- or Leatherneck"!!

I commanded an Infantry Rifle Company in the first year of the Korean War. Among the 150 or so men I had with me on the tops of those mean mountains in that bitter cold, was at least one gay solder. All of the other 149 of us knew that if nothing else he was effeminate. That and his red hair are probably why I remember him so well after all these years.

I saw men ridiculing him to his face on occasion, as men will. You know: one hand on a hip, the other waving in the air with a limp wrist as the mimic took prim, mincing steps around him. And the 1st Sergeant approached me one day and said, "Sir I think Wilson -- not his name -- is a goddam queer." About all I could say was "Well, Top, I guess there's no damn law against it as long as he's doing his job."

His job was BAR-man; the initials stand for Browning Automatic Rifle. It is a big weapon, weighing more than 20 pounds, but even at his size -- about five-seven and 140 pounds -- he carried the BAR in his squad. The weapon was so reliable and deadly that the Chinese invariable went for the BAR-man first.

But he did that job, which few men wanted, until a wet, spring day in 1951, when I knelt down and looked at the small round hole dead center in his wet greenish-gray forehead below the line of his red hair. I noticed some of the men in his squad turning away from me so I couldn't see them crying softly as they put him on a litter so we could carry him with us. He was one of us, a soldier.

I'm as sure of the fact that he was gay as I am that he no doubt wasn't the only one in the company, that he was a damned good soldier, and that there were undoubtedly gay soldiers in the Infantry Battalion I commanded in Vietnam in 1967-1968. There are probably homosexuals in any group of a hundred or so men you assemble any place, any time.

A few years ago my son wrote a novel about a gay cadet at West Point and brought down the wrath of many graduates upon his (and my) head for even intimating that West Point ever had a gay cadet. And now looking back from the vantage point of 40 or 50 years of knowledge, experience, and our society's finally having let gays out of the closet, I'm certain that 4 general officers I knew (two of them very well) were gay; one was a highly decorated Infantry officer in WW II.

I am surprised that the Chairman of the Joint Chiefs of Staff, General Colin Powell takes a stance against gays in the military. As a black officer he must be more intimate with discrimation than most of us.

The argument seems to be that integration of gays will disrupt the discipline of an organization. Of course it will! Did the integration of blacks? You're damned right it did! And still does to a degree. But the Armed Forces control it. And will continue to until the last of the bigots is gone and we finally have complete equality.

Why don't we have the guts to admit that there always have been and always will be gays in our society? Admit it and treat them as men. They are, you know.

(This appeared several small publications, courtesy Human Rights Campaign Fund, which I mention in the Article.)

I'M IN ANOTHER WAR

By Lucian K. Truscott III

In the Korean War in 1951 I commanded a rifle company. We had a gay soldier with us in combat. Last November I wrote an article for this page and described the death of that young man.

As a result of the article I received a call from the Human Rights Campaign Fund. The caller asked if I would be willing to come to Washington to lobby Congress on behalf of gays in the military. I was impressed by the "Human Rights" portion of his organization, but it turned out that it is the nations largest gay rights political organization.

WELL! That was a shock! Here I am: a retired Army Infantry Colonel; West Point graduate; father of 5 kids, 8 grandchildren and a great-grandchild on the way; son of a World War II four-star general; numerous friends both among my West Point classmates, other friends from my Army service, and my friends from my post-retirement civil life. What would all of them think?

The fact that I have that question in my mind is the crux of both the military and national problem concerning gays. We think there's something "wrong" not only with being gay but also associating with them.

After much soul searching, or perhaps just searching for my soul, I decided that I had to stand up and be counted. I couldn't deny my article. Nor could I deny my very strong faith in the words my 5th great-grandfather penned some 217 years ago: "We hold these truths to be self-evident, that all men are created equal..."

So for two days in the Senate and House recently I became a 71 year-old retired soldier activist, not specifically for racial rights or gay rights or women's rights but for equal rights. And several times during the 2 days people asked me if I agreed with General Powell's assertion that "Skin color is a benign, non-behavioral characteristic. Sexual orientation is perhaps the most profound of human behavioral characteristics." I certainly do not agree with him. Skin color was certainly not "benign" back in the 1948 to mid-50's period when we were integrating blacks into the military. General Powell could not now or then understand or feel the emotions of some of the whites during those days. Some Of them were every bit as emotional about that integration as some people are about this one, even moreso. And I dare say a few still are! And I remind the general that we had a hell of a lot more trouble integrating the Officers' Clubs than we did the battlefield.

I strongly suspect that, like so many others, the general considers homosexuality to be a moral issue: homosexuality is immoral. But is it any more immoral than slavery was? Is it any more immoral that segregation of and discrimination against blacks and women and gays has been and continues to be? And not letting women vote for the first 144 years of the 217 years we've been a nation?

After my 2 day Washington adventure I received a letter from my daughter-in-law, Debbie, who lives in Northern Virginia. She told me of being in the checkout line at the local grocery store and having a nice looking man she guessed to be about 50 ask her about a pin on her coat lapel. She had forgotten she had put one there and looked down to see that it was an Inaugural pin with President Clinton's picture on it. Aloud she read the words "Let the Celebration Begin!", and the man started calling her names, "Queer"and "Lesbian" chief among them. Then he started including the President: "Gay! Homo!" She was shocked and embarrassed and hurried out of the store. But before she left she paused to take a good look at this man who she described in her letter as looking "so normal, like he was a teacher or an accountant or even a retired military officer. And suddenly I felt incredibly sad."

These were her closing words in the letter:

"Halfway back to the office it occurred to me that this gays-in-the military thing isn't about gays at all. It's about hate, and its target could be anything. When you came to Washington this week, you didn't just do it for gays (or even the military). You also did it for Blacks and Jews and Asians and Women. Thanks."

Her "thanks" brought tears to my eyes, and I hope she's wrong about the hate.

I sure hope she's wrong.

(This to appear LATimes OpEd 30Apr93)

WHO ARE THE MILITARY TO JUDGE?
(the immorality of homosexuality?)

By Lucian K. Truscott III

When asked about the integration of acknowledged homosexuals into the Armed Forces, some military men have hidden behind statements like this: "it would be detrimental to good order and discipline"; and "it would harm the national defense".

I don't understand why the spokesmen for the military can't just say that they think homosexuals and their acts are immoral, or that sex acts between men are immoral, or evil, or sinful or whatever it is they think and stop using the security of this nation as a crutch for their arguments. (And I use the phrase "sex acts between men" because I think that most men are completely indifferent about physical contact between lesbians.) And who are these military men to judge anyone's morality or immorality! The coarse behaviour of many of them that I frequently saw on overseas assignments certainly does not qualify them to judge the morality of others.

In the early 1960's I was assigned as the G3 or Operations officer of an Infantry Division of some 15,000 men in Korea. It was a choice assignment except that that my family couldn't be with me on the year-long unaccompanied tour, as we called it.

One night shortly after I got there I was in the Officers' Club and a major came up, introduced himself (I'll call him Smith) and asked if he could have a word with me alone. He then called over a stunning young Korean woman whom he introduced as Kimiko, (not her name) and I shook hands with one of the most beautiful women I'd ever seen.

Smith proceeded to inform me that he was leaving for the States, and ending an arrangement he'd had with Kimiko. She had picked me out, and I could buy her for $150 a month. He further explained that she owned an apartment in Seoul, I could go down every Friday afternoon, get back to Division early Monday morning, and in effect be married three nights of every week. He even guaranteed she would be "faithful", as he put it, not sleeping with anyone else while I "owned" her. She smiled, and I felt as though I were being visually seduced, but I told Smith that I didn't think I was interested in his offer. And I later found out that "buying a broad", or whatever the term was they used, was a common practice.

A few months ago I wrote about the death of a gay soldier in my company in the Korean War in 1951. In response I received a letter from a West Pointer who graduated in the late 1940's. He told me of being assigned to Eighth Army Headquarters in Seoul about the time I was being introduced to Kimiko. He found that several of his superiors were habitually sleeping with women -- enlisted servicewomen in their commands as well as Koreans.

He wrote that he had decided to follow his own "inclination" -- to be with men rather than women. For this he was discharged from the Army under "other than honorable" conditions when his gay behaviour came to the attention of his superiors a couple of years later. But before that the Army had promoted him to major and later to lieutenant colonel ahead of his comtemporaries. Twice the Army considered him an outstanding officer before determining that he was "other than honorable."

Soldiers from private to general have sexual intercourse with local women when they are overseas away from their families. Is this moral and honorable conduct? How can we damn a man with an "other than honorable" discharge for being gay and condone and even encourage adultery? We have even been known to facilitate it as we did with "approved" whorehouses in the occupation of Japan shortly after World War II. Why, as I recall, we even segregated them by rank: one each for the lower ranking soldiers, the top three grade enlisted men, the company grade officers, and the field grade officers.

Recently Japan's behavior in that respect came under scrutiny when several Korean women came forward with testimony about how they had been conscripted as "comfort girls" for the occupying Japanese troops. Was it any more legitimate for us to direct our men to the whorehouses in Japan?

For years the innumerable abandoned children of American servicemen fathers and local women have been a problem in every Asian country our Armed Forces have served in. Yet we have never owned up to our responsibility to these Amerasian orphans.

How can we be so hypocritical? We damn a man (or woman) for being homosexual, and we ignore the uncounted living examples, those forsaken progeny, of all those sordid affairs.

At least the gays and Lesbians haven't contributed to this legacy of shame.

FILE
61

OSD MILITARY WORKING GROUP

READ FILE – 5 May 93 SASC

DATE: 6 MAY 1993

Dr. William J. Gregor, LTC, USA Ret.
3930 Hillside Drive
Ypsilanti, MI 48197
(313) 434-7932

CURRICULUM VITAE

EDUCATION: Ph'D, Political Science, Yale University, 1980
MPhil, Political Science, Yale University, 1974
BS, General Engineering, US Military Academy, 1969
Armor Officer Basic Course, Ft. Knox , KY, 1970
Armor Officer Advanced Course, Ft. Knox, KY, 1975
Command and General Staff Course, Ft. Leavenworth, KS, 1982

HONORS: Distinguished Graduate, US Military Academy, 1969
Distinguished Graduate, Armor Officer Basic Course
Commandant's List, Armor Officer Advanced Course
Graduate with Honors, Command & General Staff Course
National Finalist, White House Fellowship, 1982
Regional Finalist, White House Fellowship, 1984
Phi Kappa Phi, 1978.
Bronze Star Medal, Defense Meritorious Service Medal, Meritorious Service Medal (2 Awards), Army Commendation Medal (4 awards), National Defense Service Medal (2 awards), Army Service Ribbon, Army Overseas Ribbon, Vietnam Service Medal, Vietnam Campaign Medal, Vietnam Staff Service Medal(1st Cl), Combat Infantryman's Badge, Parachutist Badge, Ranger Tab.

PUBLICATIONS:

William J. Gregor, "The Political Problem of the Peoples Army," Military Review (Leavenworth, KS: US Army Command and General Staff College, April 1975).

Co-author, Amos A. Jordan, William J. Taylor, Jr. and Associates, American National Security: Policy and Process, (Baltimore: The John Hopkins University Press, 1981).

William J. Gregor, "Women, Combat, and the Draft," in Eric T. Olson and Richard Schrader, ed. Defense Manpower Planning: Issues for the 1980's, (Elmsford, NY:. Pergammon Press, 1981).

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William J. Gregor, "The Army Cannot be Neutral: Military Professionalism and Political Reliability in the People's Liberation Army." Conference on the Role of the Military in Communist Societies, Air University, Maxwell Air Force Base, Alabama, November 23-24, 1975.

William J. Gregor, "The Leader as a Subordinate: A Concern for Process," Inter-University Seminar on Armed Forces and Society, Regional Conference, Naval Post Graduate School, Monterey, California, May 1979.

UNPUBLISHED STUDIES:

William J. Gregor, "Arming Women: A Military Professional's Advice," a critical analysis of the proposal to open positions in the ground combat arms to women, presented to the Presidential Commission on the Assignment of Women in the Military, September 1992.

PERSONAL SKETCH

LTC William J. Gregor, USA Ret., was born in Chicago in October 1947. He was educated in the public elementary schools of Chicago and Evergreen Park, Illinois and graduated from Evergreen Park High School in June 1965. From July 1965 until June 1969, he was a cadet at the US. Military Academy, graduating number 8 in a class of 800. After commissioning he attended Airborne, Ranger, and Armor Officer Basic courses before his initial assignment as a tank platoon leader at Ft. Lewis, Washington. In August 1970 he deployed to Vietnam where he served as a rifle platoon leader in the 25th Infantry Division and as a cavalry platoon leader and squadron intelligence officer in the 1st Squadron 10th Cavalry. Upon his return in 1971, he served as an assistant personnel officer at Ft. Riley until entering the Yale Graduate School. At Yale, he studied American and Comparative Politics and International Relations; earning an MA and MPhil in Political Science in May 1974. In 1974, he attended the Armor Officer Advanced Course prior to being again posted to Ft. Riley were he served as battalion adjutant and commander of Headquarters Company, 2nd Battalion 63rd Armor. From 1977 until 1981, LTC Gregor served as an instructor and assistant professor in the Department of Social Sciences at the US. Military Academy. While teaching, he completed his doctoral dissertation and was awarded his Ph'D in Political Science in May 1980. Following that assignment he attended the Command and General Staff College at Ft. Leavenworth. He graduated with honors and was selected as a national finalist in the 1982-83 White House Fellowship Competition. From July 1982 to July 1984 LTC Gregor served with the 1st Infantry Division Forward in the Federal Republic of Germany. While there he held the positions of division forward operations officer and operations officer and executive officer of the 2d Battalion 37th Armor. He returned to the United States in August 1984 and was assigned as a strategic planner in the Strategic Plans and Policy Directorate of the Organization of the Joint Chiefs of Staff. As a strategic planner he was responsible for preparing all mid-term strategic planning documents. He was the Joint Staff author of the Joint Strategic Planning Document and supporting analysis, and the Joint Staff's principal working group representative for the preparation on the Defense Guidance and the President's basic national security strategy. Additionally, he played a major role in implementing the changes in strategic planning resulting from the Packard Commission Report and the Defense Reorganization Act of 1986. In 1988 he was selected to serve as the Professor of Military Science at the University of Michigan. In addition to directing the Army ROTC program, he taught military law, civil-military relations, and military history. He is an active member of the Inter-University Seminar on Armed Forces and Society and has published articles on military and national security policy. On September 1, 1992, LTC Gregor retired from the U.S. Army. Dr. Gregor testified before the Presidential Commission on the Assignment of Women in the Armed Forces providing data on the physical performance of women in the Army ROTC program. He is currently a part-time instructor of American Government at Mott Community College in Flint, Michigan and is seeking a permanent position teaching political science at a civilian college or university.

Mr. Chairman, members of the committee. I am honored to have the opportunity to discuss with you the expected costs associated with ending the current exclusion of homosexuals from the military. The fundamental issue before the committee is how to balance the needs of individuals with the requirements of a military organization. Any accommodation to protect private sexual behavior will be accomplished at the expense of existing organizational norms and American military principles. Some approaches, however, will be more costly than others. The organizational costs will be high because the change is not driven by military operational and manpower needs, but by domestic political concerns. I want to use the limited time available to me to explore what I believe will be the most costly approach.

I want to consider the case in which no effort is made to identify homosexuals prior to enlistment; consensual sodomy and other homosexual acts are permitted; and an effort is made to compensate for these changes through the promulgation of additional detailed fraternization rules and the introduction of "sensitivity" training. This case gives maximum discretion to individual homosexual behavior. Such a case will be damaging to the military because several American military principles will be undermined.

One. Historically, military commanders have been held responsible for creating an order that prevents incidents. In part this is accomplished by thoroughly screening incoming soldiers and by structuring barracks life to prevent conditions that are likely to lead to disorder. Failure to screen incoming soldiers means homosexuals will not be identified and special efforts by the command to ensure their safety or accommodate other needs will be hindered. On the other hand, some soldiers can be expected to seek out and identify the homosexual in their midst. These incidents are likely to be infrequent, but the commander will have few ways to prevent their occurrence. Similarly, the military will admit that portion of the homosexual population that does

sodomy and indecent acts means soldiers are to ignore these acts. Soldiers would not be obliged to stop conduct if they believed the participants were willing. Under such conditions soldiers will simply ignore the behavior of their comrades. In that disciplinary climate, any interest in a soldier's behavior would be seen as an intrusion into his privacy. The burden of maintaining order would fall on the commander alone.

Lastly, if the commander abandons or is prohibited from taking an active interest in the behavior, safety, and well-being of all his troops, the commander would cease to be the unit leader and instead become an impersonal taskmaster. Group "sensitivity" sessions held to teach the majority that their personal or religious values are wrongheaded will convince the unit that the commander does not share their basic values. Currently, the command relies on the religious and moral beliefs that recruits bring with them to support acceptance of military rules and regulations. Sensitivity sessions directed at undermining those beliefs will not persuade American soldiers. The American soldier has an invincible distaste for indoctrination. He likes to make his own judgments. The best that can be expected is that the soldiers will ignore each other. The commander will come to represent the organization, an impersonal authority. Soldiers may continue to do what they are told, but it is unlikely they will show any willingness to act on their own.

Is this a fair assessment? I think it is because the developing situation regarding homosexuals is precisely the situation that existed for the military in and after Vietnam. Then the issue was drug abuse. Academic gurus extolled the virtues of drugs and argued that drug use was a private matter. Drug testing was seen as violating fourth amendment protection against unreasonable searches. Legal authorities prevented searches, blood tests, and prosecutions except in very particular instances. For a time courts ruled that drug use off post was not subject to military jurisdiction. Soldiers



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

ORAL STATEMENT OF

Gregory M. Herek, Ph.D.
Associate Research Psychologist
University of California at Davis

on behalf of

THE AMERICAN PSYCHOLOGICAL ASSOCIATION

and

NATIONAL ORGANIZATIONS RESPONDING TO DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION IN THE MILITARY (NORDSOM)

on

The Policy Implications of Lifting the Ban on Homosexuals in the Military

before the

Committee on Armed Services
U.S. House of Representatives

May 5, 1993

750 First Street, NE
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Mr. Chairman and members of the Committee, I am pleased to have the opportunity to appear before you today to provide testimony on the policy implications of lifting the ban on homosexuals in the military. I am testifying on behalf of the American Psychological Association (APA) and National Organizations Responding to Discrimination on the basis of Sexual Orientation in the Military (NORDSOM). I want to thank you for addressing your attention to this matter.

My name is Gregory Herek and I am a research psychologist at the University of California at Davis. I have been conducting empirical social psychological research on homosexuals' attitudes toward and opinions about lesbians and gay men for more than 15 years, and I have published more than a dozen original articles on this and related topics in peer-reviewed scholarly journals.

My written testimony to the Committee summarizes the results of an extensive review of the relevant published research from the social and behavioral sciences. That review is lengthy. However, I can summarize its conclusions in a few words: The research data show that there is nothing about lesbians and gay men that makes them inherently unfit for military service, and there is nothing about heterosexuals that makes them inherently unable to work and live with gay people in close quarters.

Definitions

Before I expand on those conclusions, I would like briefly to define some terms. By gay men and lesbians, I mean people whose personal identity includes an

understanding of themselves as primarily attracted to others of their own gender in their romantic and sexual relationships. Heterosexuals are individuals whose personal identity includes a primary sexual and romantic attraction to persons of the other gender. Bisexuals are people with significant attractions to both genders.

These definitions emphasize personal identity, which is distinct from sexual conduct. Sexual behavior is not always consistent with the label that an individual attaches to himself or herself. Some people who consider themselves to be heterosexuals nevertheless engage in homosexual behavior. Similarly, some gay men and lesbians engage in heterosexual behavior but still consider themselves to be gay. And people can identify themselves as gay or heterosexual even when they are celibate.

These distinctions are important because enforcement of the current policy has often been directed at people on the basis of their identity rather than their private sexual behaviors. Many of the highly-publicized cases of military discharge for homosexuality have involved individuals who simply declared themselves to be gay or lesbian, without any evidence that they had engaged in homosexual behavior while in the military.

With these definitions in mind, I would like to address two questions that have been raised repeatedly in the current discussion surrounding the military ban on service by gay men and lesbians.

Gay Men and Lesbians Are Not Unfit To Serve

The first question is whether lesbians and gay men are inherently unfit for service. In the current debate, some consensus seems to have been reached that gay people are just as competent, just as dedicated, and just as patriotic as their heterosexual counterparts. However, questions still are raised concerning whether the presence of openly gay military personnel would create a heightened risk for sexual harassment, favoritism, or fraternization.

Obviously, data are not available to address these questions directly because the current policy has made collection of such data impossible in the military. However, based on research conducted with civilians, as well as reports from quasimilitary organizations in the United States (such as police and fire departments) and the armed forces of other countries, there is no reason to expect that gay men and lesbians would be any more likely than heterosexuals to engage in sexual harassment or other prohibited conduct. We know that sexual orientation is not associated with impaired psychological functioning. In addition, there is no reason to believe that gay men and lesbians are less able than heterosexuals to control their sexual or romantic urges, to refrain from the abuse of power, to obey rules and laws, to interact effectively with others, or to exercise good judgment in handling authority.

Concerns About Morale and Cohesion

The second question I would like to address is whether unit cohesion and morale would be harmed if openly gay personnel were allowed to serve. Would

heterosexual personnel refuse to work and live in close quarters with lesbian or gay male servicemembers? This question reflects a recognition that lesbians and gay men are stigmatized in our society, and that this stigma leads many heterosexuals to hold false stereotypes about them and unwarranted prejudices against them.

As with the first question, we do not currently have data that directly answer questions about morale and cohesion. We do know, however, that heterosexuals are fully capable of establishing close interpersonal relationships with gay people and that perhaps as many as one-third of the adult heterosexual population in the U.S. has already done so. We also know that heterosexuals who have a close ongoing relationship with a gay man or a lesbian tend to express favorable and accepting attitudes toward gay people as a group. And it appears that ongoing interpersonal contact in a supportive environment where common goals are emphasized, and prejudice is clearly unacceptable, is likely to foster positive feelings toward gay men and lesbians. Thus, the assumption that heterosexuals cannot overcome their own prejudices toward gay people is a mistaken one.

Recommendations and Conclusion

In summary, neither heterosexuals nor homosexuals appear to possess any characteristics that would make them inherently incapable of functioning under a nondescriminatory military policy. In my written testimony, I have offered recommendations for implementing such a policy, which I will be happy to discuss. Perhaps the most important of these is that the military should establish clear norms that sexual orientation is irrelevant to performing one's duties and that everyone

should be judged on her or his own merits.

Undoubtedly, implementing a new policy will involve challenges that will require careful and planned responses from the military leadership. This has been true for racial and gender integration, and it will be true for integration of open lesbians and gay men. The important point is that such challenges can be successfully met. The real question for debate is whether the military, the government, and the country as a whole are willing to meet them.

Mr. Chairman, thank you for the opportunity to testify today on behalf of APA and NORDSOM. I will be happy to answer any questions that members of the committee might have.



AMERICAN
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TESTIMONY OF

Gregory M. Herek, Ph.D.
Associate Research Psychologist
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THE AMERICAN PSYCHOLOGICAL ASSOCIATION

on

The Policy Implications of Lifting the Ban on Homosexuals in the Military

before the

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May 5, 1993

Ronald V. Dellums, Chair

750 First Street, NE
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The Policy Implications of Lifting the Ban on Homosexuals in the Military

Chairman and members of the Committee, I am pleased to have the opportunity to appear before you today to provide testimony on behalf of the American Psychological Association and the National Organizations Responding to Discrimination on the Basis of Sexual Orientation in the Military (NORDSOM) with regard to the President's proposal to rescind the U.S. military prohibition on service by lesbians and gay men. At the outset, thank you for addressing such a critical and important matter.

My name is Gregory Herek and I am an Associate Research Psychologist at the University of California at Davis. I have been conducting empirical social psychological research on heterosexuals' attitudes toward and opinions about lesbians and gay men for more than 15 years, and I have published more than a dozen original articles on this and related topics in peer-reviewed scholarly journals. I received my Ph.D. in Psychology from the University of California at Davis, and afterward was a postdoctoral fellow at Yale University. Before returning to the University of California to assume my present position, I was a faculty member at Yale and the Graduate Center of the City University of New York.

The American Psychological Association is the leading scientific and professional society representing psychology in the United States, and is the world's largest association of psychologists. APA's membership includes more than 114,000 scientists, educators, clinicians, consultants, and students. Through its divisions in 48 subfields of psychology and affiliations with 54 state and Canadian provincial psychological associations, APA works to advance psychology as a science, as a profession, and as a means of promoting human welfare. One subfield is military psychology, whose members may be military or civilian, and who conduct research on military issues or practice psychological principles within a military environment.

In my testimony, I will first briefly discuss some general concerns. Second, I will review the scientific literature on sexual orientation and factors associated with military suitability. From this review, I have concluded that lesbians and gay men are suitable. Third, I will review some of the arguments that have been made in opposition to lifting the ban and evaluate these arguments in light of the scientific research relevant to each. My evaluation is that certain problems may arise in implementing a change in policy, but they are not insurmountable and the military is well-qualified and well-experienced to effectively deal with these problems. Lastly, I will make recommendations for how the change in policy should be implemented to maximize its success, including recommendations on policy, education and training, and needed research.

National Organizations Responding to Discrimination on the Basis of Sexual Orientation by the Military

In my testimony today I am representing National Organizations Responding to Discrimination on the Basis of Sexual Orientation by the Military, a coalition of social science, mental health, health, and education associations that has been working together since 1991 to bring scientific data to bear on the U.S. Department of Defense policy prohibiting gay men and lesbians from military service. I have been asked to testify for this group of organizations today because I have expertise in the central issues of concern -- the prejudices and stereotypes that underlie discrimination on the basis of sexual orientation. Many other members of the organizations in NORDSOM have also made important contributions to the broader scientific literature on lesbian and gay people. Statements about each of the organizations endorsing this statement are attached as an appendix to my testimony.

Some General Concerns

Terminology. No uniform terminology exists for describing people in terms of their sexual orientation. In my testimony today, "homosexual" is used adjectivally to refer to sexual behavior between men or between women. "Heterosexual" is used adjectivally to refer to sexual behavior between women and men; it also is used as a noun to describe people whose personal and social identify is based upon a heterosexual orientation or heterosexual relationships. "Gay" is used to describe people whose personal identity is based upon a homosexual orientation. Because "gay" is sometimes assumed to refer only to men, the term "lesbian" is used when appropriate to clarify that both women and men are being described.

The role of scientific data. As the Congress considers the proposed policy change regarding lesbians and gay men in the military, relevant empirical research from the social and behavioral sciences should be taken into account. It is particularly important to consider scientific research in this case because considerable prejudice and stereotyping are attached to homosexual behavior and to gay men, lesbians, and bisexual persons in the United States. For that reason, it is our position that any policy that targets gay, lesbian and bisexual persons must be carefully examined for its rational and empirical basis. We oppose policy based on false stereotypes and unwarranted prejudices.

In my testimony today, I will review empirical research from the social and behavioral sciences pertaining to sexual orientation. I will describe data collected in studies that have been conducted using the scientific method. This approach requires that data be collected through procedures that minimize the likelihood that a particular researcher's personal biases and values will influence the observations he or she makes. In a valid study, for example, the research subjects should not know the study's hypotheses because such knowledge might influence (consciously or unconsciously) their responses or behavior. Similarly, we try to ensure that outcome variables (such as level of psychological functioning) are assessed by research staff who are unaware of the study's

hypotheses, or by methods that will not be influenced by an awareness of the those hypotheses (such as objectively-scored psychological tests). This is important because empirical research has shown that an investigator's knowledge of a study's hypotheses can influence her or his observations and hence the results, even though the researcher is completely unaware of having biased the data.

In addition, most of the studies I will mention have been subjected to critical review by outside scientific experts; usually this has occurred during the peer review process that precedes publication in a scholarly journal. Because any single empirical study inevitably has limitations, I have tried in my review to describe overall trends and patterns in the research data that are evident from examining multiple studies that address a particular research question.

These comments about the scientific enterprise are important because the DOD has not produced data to support its current policy. Instead, the DOD has repeatedly cited its own "professional judgment" which is "inherently subjective in nature" (GAO, 1992a, p. 56). We do not agree with the position that professional military judgment is a sufficient basis for the policy. Nor do we agree with the DOD's position that the policy is not capable of being evaluated by social and behavioral science evidence.

Scientists recognize that decisions are often flawed when they are based on subjective judgments rather than a thorough review of objective data. A relevant example is mental health professionals' former classification of homosexuality as an illness. When the assumptions underlying this diagnosis -- which were based on professional judgment and biased observations -- were tested empirically, they were found to be invalid (Gonsiorek, 1991). The result of this review of the scientific literature was that the American Psychiatric Association removed it long-standing classification of homosexuality as a mental illness from its diagnostic manual.

The primacy of national security. In decisions affecting the Armed Forces, national security must be the overriding concern. Although national security is complex and multifaceted, the well-being of members of the Armed Forces is one central aspect. Morale and cohesion are essential to the effectiveness of the military. Unfair discrimination harms cohesion and morale. The race relations problems experienced by the military during the Viet Nam war is a very painful example, but one which the military responded to extremely well and overcame. As this example demonstrates, there is no necessary conflict between national security and equal opportunity.

Sexual Orientation And Factors Associated with Suitability for Military Service.

In this section, research relevant to the relationship between sexual orientation and several factors related to military suitability will be reviewed. The factors considered are mental health, sexual development and sexual conduct, and employment. The few

es that directly address sexual orientation and military suitability will also be nted. Before considering research on sexual orientation, however, a brief discussion e meaning and scope of the term itself is necessary.

ual orientation. Sex researchers commonly distinguish among four components of nan sexuality, one of which is sexual orientation. The other three are biological sex, der identity (the psychological sense of being male or female), and social sex role herence to cultural norms for feminine and masculine behavior and attitudes.
xual orientation can be defined as an enduring erotic, affectional, or romantic traction to individuals of a particular gender. It usually is characterized as either omosexual (a primary or exclusive attraction to individuals of one's own gender), eterosexual (a primary or exclusive attraction to individuals of the other gender), or isexual (significant attractions to members of both genders) (Herek, 1989).

Many different aspects of human sexuality are discussed under the rubric of sexual orientation. These include: (1) engaging in specific sexual behaviors with partners of a particular gender; (2) having a personal preference for or ongoing attraction to partners of a particular gender; (3) developing a private personal identify or self concept as gay, lesbian, heterosexual, or bisexual; (4) establishing a public identity based on sexual orientation; and (5) identifying with a community of sexual orientation.

These various aspects of sexual orientation are not always manifested in a consistently heterosexual, homosexual, or bisexual pattern. Some individuals may call themselves gay or lesbian, yet engage in heterosexual behaviors, just as some people who call themselves heterosexual or "straight" frequently engage in homosexual acts (Peterson & Marin, 1988; Rogers & Turner, 1991). Some people do not engage in any sexual behavior, because of personal choice (e.g., a person chooses celibacy for religious or health reasons, or simply does not desire sexual relations with others) or environmental constraints (e.g., an individual fears societal stigma or lacks available partners). Others might call themselves lesbian or gay primarily as a political statement, even though they do not experience sexual attractions to others of their own gender (Faderman, 1984; Kitzinger, 1987). Still others may experience homosexual attractions or fantasies, but never engage in homosexual behavior (Kinsey, et al., 1948; Kinsey et al., 1953). Gay male and lesbian intimate relationships, like their heterosexual counterparts, do not always include an overtly sexual component (Peplau & Cochran, 1990). Many gay men and women have "come out of the closet" privately (i.e., have affirmed their homosexual orientation to themselves) but are publicly "closeted" (i.e., have not disclosed their sexual orientation to others; e.g., Bell & Weinberg, 1978). In summary, simply knowing how a person has identified himself or herself (e.g. as gay or "straight") does not necessarily reveal that person's past or present sexual behavior, nor her or his desire for future sexual behavior.

In its policy, the military has focused on the class of persons who identify themselves as lesbian or gay, rather than behavior or conduct. It has targeted gay male and lesbian individuals because they are members of a class, not because of their own sexual behavior. Military personnel who are found to have engaged in homosexual behavior but who deny that they are gay can be retained if the behavior is shown to have been an isolated event (e.g., "motivated by youthful curiosity or performed under intoxication;" GAO, 1992a, p. 12). Conversely, men and women with exemplary service records have been discharged for declaring that they are gay, with no indication that they had ever engaged in homosexual behavior during their military career. Recent examples include the cases of Margarethe Cammermeyer (Egan, 1992), Tracy Thorne ("Navy Officer to Fight Ban," 1992), Thomas Paniccia ("Gay Sergeant Gets Honorable discharge," 1992) and Keith Meinhold ("Ousted Gay Sailor," 1992), all of whom were discharged in 1992 for publicly acknowledging that they were gay or lesbian. Whether they had actually engaged in homosexual conduct while in the military was not considered. Because the military has focused on identity rather than behavior, we believe it is necessary that the military show why the class is unsuitable. Heretofore, they have not done so. In the following, I will consider various aspects of suitability to evaluate whether sexual orientation is a reasonable or empirically valid criterion for military suitability.

Mental Health Suitability

Military Use of Mental Health Definitions. DOD policy on homosexuality has its historical source in a psychiatric understanding of same-gender sexual orientation adopted by the military during World War II that has since been rejected by psychiatry and the other mental health professions (American Psychiatric Association, 1973; Conger, 1975; National Association of Social Workers, 1977). Prior to World War I, the military had no policies concerning homosexual behavior (Burrelli, 1993). Prior to World War II, homosexual behavior was viewed by the military as criminal behavior (Berube, 1991; Burrelli, 1993).[1] At the beginning of World War II, the military adopted new administrative policies on homosexuality as a psychiatrically defined sexual psychopathology. Although the language and administration of U.S. military policy on homosexuality has changed since 1941, the current policy is a direct descendant of these Army and Selective Service policies adopted for the large scale mobilization for World War II (Berube, 1990; Burrelli, 1993).

The original rationale was that to define homosexuality as a mental disorder, instead of a criminal act under sodomy statutes, was a more humane basis for screening out unsuitable recruits and separating unsuitable persons already on active duty. The mental health profession argued that this new approach would be less costly to the government. For its own part, identification of homosexuals by mental health experts during induction physicals was seen as a psychiatric contribution to the U.S. war effort

that could benefit the profession's prestige (Berube, 1990). The general approach from World War II until the early 1980s gradually shifted. At first, a treatment and retention model was followed, with those deemed untreatable to be discharged, but retention being left to the discretion of the commander. By 1981, the policy became mandatory discharge for all identified homosexuals unless the allegations of homosexuality were found to be groundless (Burrelli, 1993).

Declassification of Homosexuality As Pathology. As the foregoing discussion makes clear, the current DOD policy banning lesbian and gay people from military service is rooted historically in mental health concepts. Yet today the medical and mental health professions no longer consider homosexual orientation to be a disorder[2]. Twenty years ago, the American Psychiatric Association removed homosexuality from its list of mental disorders. In so doing, the organization stated that "homosexuality per se implies no impairment in judgment, stability, reliability, or general social or vocational capabilities" (American Psychiatric Association, 1973). In 1975, the American Psychological Association passed a resolution supporting the American Psychiatric Association's action. Both associations have urged all mental health professionals to help dispel the stigma of mental illness associated with homosexual orientation. In 1977 the National Association of Social Workers issued a statement condemning characterizations of homosexuals as sinful, criminal, or sick and affirming the right of all persons to define and express their own sensibilities and sexuality.

The declassification of homosexual orientation as a mental disorder followed a long reevaluation of the belief that homosexuality was an illness. In 1957, a study by Dr. Evelyn Hooker provided the first major challenge to the illness model. Dr. Hooker administered the Rorschach, Thematic Apperception Test, and Make-A-Picture Story Test to 30 homosexual and 30 heterosexual men recruited through community organizations. The two groups were matched for age, IQ, and education; none of the men were in therapy at the time of the study.

Outside experts on projective tests, unaware of each subject's sexual orientation, were then asked to evaluate the subject's overall adjustment using a 5-point scale. The experts categorized two thirds of the heterosexual men and two thirds of the homosexual men in the three highest categories of adjustment. When asked to assess which protocols were obtained from homosexual respondents the experts were unable to identify the men's sexual orientation at a level better than chance. Dr. Hooker concluded from her data that homosexuality as a clinical entity does not exist and that homosexuality is not inherently associated with psychopathology.

Since Dr. Hooker's pioneering work, dozens of empirical studies have supported her conclusions that no correlation exists between sexual orientation and psychopathology. This extensive psychological research over three decades has conclusively established that homosexual orientation is not related to psychological adjustment or maladjustment (Gonsiorek, 1982, 1991; Hart, Roback, Tittler, Weitz, Walston, & McKee, 1978; Reiss,

1980). Although differences have been observed in test results between homosexuals and heterosexuals, both groups consistently score within the normal range. The extensive psychological literature on the subject demonstrates that "theories contending that the existence of differences between homosexuals and heterosexuals implies maladjustment are irresponsible, uninformed, or both" (Gonsiorek, 1991, p. 136).

Psychiatric problems. Stigma and discrimination are stressors. Although the manner in which different people respond to stigma varies greatly within a stigmatized population and individual differences in response to stress are likewise very variable, Gonsiorek (1991) notes that "there are persistent suggestions that the particular stresses endured by gay men and lesbians, especially in adolescence and young adulthood, may cause an upsurge in attempted suicide and perhaps chemical abuse, perhaps temporary or perhaps in a segment of the population" (Gonsiorek, 1991, p. 136).

Rich (1986) concluded that completed suicides are no higher within homosexual populations than they are within heterosexual populations. According to several studies reviewed by Gonsiorek (1991), adult homosexuals admit past suicide attempts at a higher rate than do adult heterosexuals. None of the studies included representative samples, however, and other similar studies found no differences in reported suicide attempts. Thus the literature is inconclusive. Similarly, some studies of psychiatric problems of lesbian and gay people have reported higher rates of alcohol or other substance use, while others have not, none of the samples being representative. Overall the literature on comparative rates of psychiatric problems among homosexual persons does not support any firm conclusions.

In discussing psychiatric problems, some researchers and theorists have pointed to two factors that may be important. As already noted, stigma and discrimination is one of those factors, and the other is the large role played by gay and lesbian bars in the gay and lesbian communities, particularly during the 1960s and 1970s when most of the data were collected that is reported in the studies I discussed in the previous paragraph. When samples were obtained through community institutions, as has been true for much of the research on lesbians and gay men, gay and lesbian bars have been one of the easiest sources for recruiting participants. Although alcohol and other substance use is not a simple matter of exposure, drawing samples of homosexual research participants in ways that depend upon gay and lesbian bars seems likely to explain some of the reports of higher alcohol use.

Voluntary or Therapeutic Change of Sexual Orientation. Notwithstanding the declassification of homosexuality as a mental disorder, some therapists have reported that they have changed their clients' sexual orientation (from homosexual to heterosexual) in treatment. Close scrutiny of the reports indicates several factors that cast considerable doubt on these reports: much of the literature comes from organizations with an ideological perspective on sexual orientation, rather than from mental health researchers, the treatments and their outcomes are poorly documented,

and reported changes were more likely to occur among bisexuals who were highly motivated to adopt a heterosexual behavior pattern. Many interventions aimed at changing sexual orientation have succeeded only in reducing homosexual behavior rather than in increasing heterosexual attractions or decreasing homosexual attractions (Haldeman, 1991; Martin, 1984).

Some mental health providers have questioned the ethics of seeking to alter through therapy a trait that is not a disorder and is extremely important to individual identity (Davison, 1991; Haldeman, 1991; Malyon, 1982, Silverstein, 1991). Indeed, researchers generally found that psychological adjustment is positively correlated with acceptance and integration of one's sexual orientation, and maladjustment is positively correlated with nonacceptance of sexual orientation (Bell & Weinberg, 1978; Gonsiorek & Rudolph, 1991).

The Development of Sexual Orientation. Although considerable theory and research has been published, no single scientific theory about the development of sexual orientation has been conclusively established. There may be biological as well as socio-environmental factors, and there may be a variety of developmental pathways to adult sexual orientation (Bell, Weinberg, & Hammersmith, 1981; Ellis & Ames, 1987; Green, 1987; Money, 1987; Storms, 1981).

Twin studies have reported substantial concordance in sexual orientation within twins and greater concordance between identical twins than between fraternal twins (Bailey & Pillard, 1991; Bailey, 1993), but the identical twin concordances are substantially less than 100%. In addition, the life experiences of identical twins may differ substantially from those of fraternal twins and other siblings.

One autopsy study of brain tissue reported structural differences across both sex and sexual orientation (LeVay, 1991), but with small samples that are biased in ways that make the results ungeneralizable. Some researchers have postulated that sexual orientation may reflect different hormonal constitutions, but a series of studies has failed to establish that different sexual orientations are characterized by different hormone levels or other physiological characteristics (see Silverstein, 1991, for a review).

Some theorists have claimed particular family of origin patterns (e.g., Bieber, at al, 1962; Nicolosi, 1991), but such claims have not been supported by scientific data. Rather, they have been based on observations -- usually made by the theorist or an individual aware of the theorist's expectations -- of persons in treatment, usually treatment by the theorist. The hazards of relying on such reports were illustrated by Bell, Weinberg, & Hammersmith (1981), who compared the self-reports of homosexual men who had been in counseling or therapy to those who had never received mental health treatment. Weinberg, et al. found that homosexual men who had been in psychotherapy provided self-reported histories much more consistent with theoretical expectations than did those without such experience. Questioning whether "psychoanalytic theory can be considered

very useful in understanding male homosexuality," they noted that "The fact that so-called classic developmental patterns were not found among the respondents 'never in treatment' suggests the possibility that counselors and therapists may teach their homosexual clients to see or interpret their family background in ways that are consistent with the therapists' particular theoretical perspective" (p. 211). When these therapists then publish observational research that claims such patterns explain sexual orientation, the process has become completely circular.

The study by Bell, Weinberg, & Hammersmith (1981) is the one extant large-scale attempt to pit various socio-environmental explanations against one another. In this 1969-70 interview study, 979 homosexual participants were compared to 477 heterosexual participants, all residents of the San Francisco Bay area. Homosexual participants were obtained from a wide variety of locations and sources in an attempt to obtain as diverse and representative a sample as possible, but probability sampling techniques were not used. For the heterosexual comparison group probability sampling techniques were used. The major conclusion was that most prior explanations are inadequate to explain the development of sexual orientation. "What we seem to have identified -- given that our model applies only to extant theories and does not create new ones -- is a pattern of feelings and reactions within the child that cannot be traced back to a single source or psychological root" (p. 192).

Sexual Conduct and Misconduct. Levels of sexual drive and frequency of sexual activity are not related to sexual orientation (Kinsey, Pomeroy, & Martin, 1948; Kinsey, Pomeroy, Martin, and Gebhard, 1953); gay men, lesbians, and heterosexual people alike display wide variability in their level of sexual activity (Bell & Weinberg, 1978; T.W. Smith, 1991).

Some members of the military have articulated the belief that gay people are more likely than their heterosexual counterparts to engage in sexual harassment, show favoritism, and develop relationships that break down the separation between officers and enlisted personnel (i.e., fraternization). In a 1990 memorandum, Vice-Admiral Joseph Donnell articulated this concern as it affects female naval personnel:

> Particularly for our young, often vulnerable, female sailors, subtle coercion or outright sexual advances by more senior and aggressive female sailors can be intimidating and intolerable, impacting negatively on work performance and mental state. We must recognize that women who are targets for female homosexuals experience a unique form of sexual harassment which can be even more devastating and difficult to cope with than the more traditional harassment from men....Women must be assured that they do not have to exist in a predator-type environment. They should not have to experience improper advances from either sex. (Donnell, 1990, p. 2)

Sexual harassment is a complex problem and raises a variety of questions. Like Jews, African Americans, and other minority groups, gay people historically have been

stereotyped as sexually predatory and threatening, unable to control their sexual urges, and bent on molesting unwary victims and satisfying their own sexual desires (Adam, 1978; Allport, 1954; Herek, 1991b). Empirical data do not support such beliefs, however.

Adult male-male sexual assault and rape are often perpetrated by heterosexual men (Garnets, Herek, & Levy, 1990; Groth & Burgess, 1980). Although female-female harassment occurs, data from military (Martindale, 1991) and civilian work settings (B.E. Schneider, 1982) suggest that it is considerably less prevalent than male-female harassment. Female-female sexual assault is sufficiently rare that studies of sexual assault often assume that all perpetrators are male and heterosexual (e.g., White & Sorenson, 1992).

This is not to deny that same-gender sexual harassment and assault occur in the military: they do (e.g., Goyer & Eddleman, 1984). Nor is it to condone such behavior. But such conduct is probably more likely from heterosexual male personnel than from gay men or lesbians, as indicated by research conducted in prisons (Sagarin, 1976; Wooden & Parker, 1982). Indeed, the military's current policy may exacerbate the problem by shifting suspicion for such conduct away from heterosexual male personnel. Furthermore, it may discourage victims from reporting attacks out of fear they will be labeled as homosexual and discharged (see Goyer & Eddleman, 1984).

A common false allegation leveled against many gay men and lesbians is that they are child molesters. The belief that homosexual men have a propensity for molesting children is not supported by empirical data (for reviews, see Groth & Gary, 1982; Herek, 1991a).

In sum, there is no evidence that homosexual orientation is associated with higher levels of sexual misconduct of any kind, except when homosexual behavior itself is categorized as misconduct as it may be in jurisdictions with sodomy laws.

Employment Suitability of Lesbians and Gay Men.

Although systematic comparisons of job performance between gay and heterosexual people in large civilian work settings are not available, lesbians and gay men function effectively with varying degrees of openness in a wide variety of such settings (Bell & Weinberg, 1978; "Results of Poll," 1989; B.E. Schneider, 1982, 1986; Stewart, 1991). Differences between heterosexuals and homosexuals in job performance or ability to exercise authority in supervisory roles have not been reported. Examination of organizational policies indicate that many major civilian employers do not perceive a problem with hiring gay men and lesbians as employees or managers. Large corporations, universities, and local governments increasingly are adopting policies that prohibit discrimination against employees on the basis of sexual orientation (Garrison, 1992; Human Rights Foundation, 1984; National Gay Task Force, n.d.; Sullivan, 1992).

Recognizing these facts, a number of professional associations have passed resolutions urging civil rights protections for gay men and lesbians, especially in employment. These associations include the American Bar Association, the American Counseling Association, the American Medical Association, the American Nurses Association, the American Psychiatric Association, the American Psychological Association, the American Public Health Association, the American Sociological Association, the National Association of Social Workers, the National Education Association, the Sex Information and Education Council of the United States, and the U.S. Conference of Mayors.

Eight states and the District of Columbia have adopted laws that prohibit employment discrimination on the basis of sexual orientation. A number of additional states have such measures under consideration.

Military Suitability of Lesbians and Gay Men.

Many gay, lesbian, and bisexual people have honorably served in the U.S. military without having their sexual orientation become a reason for discharge (Anderson & Smith, 1993; Berube, 1990; Gibson, 1978; Harry, 1984; Hippler, 1989; Humphrey, 1990; Livingood, 1969; Murphy, 1988; Shilts, 1993; Williams & Weinberg, 1971).

Berube (1991) reviews a body of research conducted by military researchers during World War II. Although most of the research was aimed at developing more effective diagnostic tools and more efficient treatments in order to comply with the military policy on homosexuality, a few researchers reported descriptive studies aiming simply to understand how gay and lesbian people were similar or different from others.

Berube quotes Navy physicians Greenspan and Campbell: "The homosexuals observed in the service have been key men in responsible positions whose loss [by discharge] was acutely felt in their respective departments" (p. 171). Greenspan and Campbell went on to describe these men as "conscientious, reliable, well-integrated and abounding in emotional feeling and sincerity...the homosexual leads a useful productive life, conforming with all dictates of the community, except its sexual requirements...[and was] neither a burden nor a detriment to society (p. 171)." According to Berube, Dr. Clement Fry and social worker Edna Rostow examined service records and found no support for the notion that homosexuals were any better or worse than other soldiers in a number of various military occupations including combat occupations "They maintained that there was no rational basis for enforcing" (p. 171-172) the discriminatory policy. Fry and Rostow and another researcher, Lt. Col. Lewis Loeser, made "proposals for integrating gay personnel into the military organization" (p. 173).

More recently, two studies looked directly at the issue of suitability for military service. The studies were conducted at the DOD Personnel Security Research and Education Center (PERSEREC), however they were not published by DOD. Rather they were leaked to the press and subsequently published independently of the government. DoD

has repudiated them, but from a scientific perspective, the studies appear to be limited, but credible efforts to address the issue.

In the first study, McDaniel (1989) specifically focused on the question of whether gays as a group possess the characteristics that the military itself focuses on in determining whether an individual is suitable for positions of trust (characteristics such as school problems, drug and alcohol use, adverse job experiences, and felony convictions). Using scores on self-report measures of pre-service adjustment problems and cognitive abilities that are given to applicants and new recruits, McDaniel reported comparisons among three groups: those recruits who were later discharged from the military for homosexuality, all other new recruits, and applicants not entering military service. He reported that persons who were discharged for homosexuality scored better than both the other groups on measures related to school behavior and better on a measure of cognitive ability than other recruits, but scored worse than the two comparison groups on drug and alcohol use. He concluded that "with the exception of drug and alcohol use, homosexuals [who were discharged for homosexuality] resemble [on measures of preservice adjustment and cognitive abilities] those [recruits] who successfully adjusted to military life more so than those who are discharged for [other forms of military-defined] unsuitability" (p. iii).

In the second study on military suitability of lesbians and gay men conducted at PERSEREC, a conceptual study that does not report original data, Sarbin & Karols (1988) concluded that "studies of homosexual veterans make clear that having a same-gender or an opposite-gender orientation is unrelated to job performance in the same way as is being left- or right-handed" (p. 33).

These studies on military suitability, along with the other research I have discussed, leads me to the conclusion that lesbians and gay men are suitable for military service.

The Military's Justifications: A Social Science Perspective

This section provides a review of social science data relevant to the stated rationale underlying the ban. Before discussing those data, several general observations should be made.

First, the policy targets individuals' identity rather than their conduct.

Second, recent attention has focused primarily on military personnel who have disclosed to others that they are gay rather than those who are closeted. Although this has not always been the case (Bérubé, 1990), the DOD now appears willing to concede that its ranks inevitably will include some lesbians and gay men who remain in the closet (House Budget Committee Hearing, 1992; Moskos, 1992), a conclusion also supported by empirical research (Harry, 1984; Williams & Weinberg, 1971). The American public seems to believe that closeted gay people can function well in the military. A 1993

Newsweek national poll, for example, found that 72% of 663 adult respondents believed that "gays [can] serve effectively in the military if they keep their sexual orientation private" ("Newsweek Poll," 1993, p. 59).

Third, the military has not recently attempted to justify its policy on the basis of presumed differences in abilities or competence between heterosexuals and gay men and lesbians. Indeed, high-ranking officers have stated clearly that gay male and lesbian personnel are generally competent at their jobs. In 1990, for example, Vice-Admiral Joseph Donnell, commander of the Navy's surface Atlantic fleet, characterized lesbian sailors as generally "hard-working, career-oriented, willing to put in long hours on the job and among the command's top professionals" (Donnell, 1990, p. 2; Gross, 1990). Similarly, in congressional testimony, General Colin Powell, chairman of the Joint Chiefs of Staff, said that the reason for keeping lesbians and gay men out of the military "is not an argument of performance on the part of homosexuals who might be in uniform, and it is not saying they are not good enough" (House Budget Committee Hearing, 1992, p. 112; for empirical data supporting this point, see McDaniel, 1989). He further characterized individuals "who favor a homosexual lifestyle" as "proud, brave, loyal, good Americans" (Cassata, 1992, p. A-2; House Budget Committee Hearing, 1992, p.112).

Fourth, the argument that lesbians and gay men pose a security risk appears to have similarly been abandoned (GAO, 1992a; Moskos, 1992). On July 31, 1991, in testimony before the House Budget Committee, Secretary of Defense Dick Cheney referred to the policy concerning security clearances as "as old chestnut" (GAO, 1992a; House Budget Committee Hearing, 1991). In 1990, I published a paper in which I comprehensively reviewed the scientific literature relevant to sexual orientation as a criterion for security clearances and concluded that no justification existed for discrimination on that basis (Herek, 1990).

Fifth, although the DOD has not used AIDS transmission as a justification for the policy, others have. Such arguments are fallacious because in 1985 the DOD initiated a policy of screening all personnel regularly for human immunodeficiency virus (HIV), the cause of AIDS (Burrelli, 1992).

The discussion that follows is informed by these observations. Justifications for the present policy are evaluated according to whether they accurately reflect relevant differences between individuals with a lesbian or gay identity and those with a heterosexual identity, and whether the presence of openly gay individuals has a different effect on the military than does the presence of closeted men and women. I do not address issues that are no longer being argued by the military.

The Problem of Gays or A Problem of Heterosexuals' Beliefs?

In the current debate concerning military policy, the issue has often been framed as the "problem of gays" ("Pentagon's Boss Warns Clinton," 1993, photo caption, p. A-1). Yet,

once it is recognized that gay men and lesbians are not inherently unfit for military service, the crux of the "problem" shifts to heterosexuals' attitudes and beliefs about gay people. Supporters of the ban on military service by open lesbians and gay men appear to believe that heterosexuals, as a group, are incapable of overcoming their prejudices regarding sexual orientation. Historical and social science data, however, dispute this assumption. Training to reduce anti-gay prejudice in the private workplace and in schools has, in fact, proven effective in reducing fear of and resistance to the presence of homosexual individuals. In the past, the military has proved itself willing and able to attack prejudice and stereotypes based on race and gender within its ranks. The challenge of the 1990s may well prove to be to continue this tradition by eliminating barriers based on sexual orientation.

Survey data assessing the attitudes of heterosexual military personnel toward gay men and lesbians are not currently available, although the various service branches are in the process of conducting such research (e.g., Stepanek, 1992). In February of this year, the Los Angeles Times published the results of a poll conducted outside of 38 military bases in the continental United States and Hawaii (Healy, 1993). In that survey, 74% of the enlisted personnel who completed a questionnaire said that they disapproved of "lifting the ban on gays in the armed forces" (p. A23). The extent to which the results of this survey accurately represent the opinions of all service personnel, however, cannot be known. The sample was not a true probability sample and so we do not know how representative it is. In addition, the negative consequences that potentially could follow from expressing approval for lifting the ban (such as being suspected of being gay or lesbian) probably deterred some individuals who oppose the ban from answering truthfully or from participating in the survey at all. Nevertheless, given the existence of widespread hostility toward gay men and lesbians among U.S. civilians (Herek, 1991b), it is reasonable to assume that negative attitudes also exist within the military. Using the same logic, it is also reasonable to assume that some proportion, albeit currently unknown, of heterosexual military personnel currently hold favorable or neutral attitudes toward lesbians and gay men. As a consequence of the negative attitudes, the DOD believes that several problems would arise if openly gay personnel were allowed to serve.

The following section reviews some of the beliefs held by some members of the military that have been proposed as justifications for the ban on lesbian and gay people and considers scientific evidence relevant to those beliefs.

Problems in establishing close relationships. The DOD has expressed concern that unit cohesion and morale will be lowered because heterosexual personnel will be unable to establish close interpersonal relationships with lesbian or gay male service members. Survey data and laboratory studies, however, suggest that heterosexual personnel are capable of establishing such relationships. Roughly one American adult in three knows someone who is openly gay or lesbian (e.g., Herek, Capitanio, & Glunt, 1992). Heterosexuals who have a close relationship with a gay man or lesbian (e.g., as a friend

or close family member) are more likely than other heterosexuals to express favorable attitudes toward gay people as a group (W. Schneider & Lewis, 1984). A large body of social psychological research on prejudice indicates that providing opportunities for contact under favorable conditions is likely to reduce heterosexuals' negative feelings toward gay men and lesbians (Herek, 1991b).

Problems in working together. The military has also contended that its heterosexual members will not respect and obey an openly lesbian or gay male superior, and will not be willing to trust and work with lesbians and gay men. Historical and cross-cultural data are useful in evaluating this argument.

Bérubé (1990) provided extensive evidence that many lesbians and gay men served more or less openly in the U.S. military during World War II. Their sexual orientation was known to many of their heterosexual comrades, and they served effectively in combat with the respect and admiration of those comrades. Since World War II, published works and legal challenges to DOD policy have demonstrated that many gay people have served with distinction in the U.S. military, often with at least some of their peers and superiors knowing of their sexual orientation (Anderson & Smith, 1993; Bérubé, 1990; Gibson, 1978; Harry, 1984; Hippler, 1989; Humphrey, 1990; Murphy, 1988; Williams & Weinberg, 1971).

Furthermore, lesbians and gay men have been allowed to join the armed forces of other countries (e.g., Denmark, The Netherlands, and Sweden) without creating insurmountable problems (Benistant & Thuijsman, 1990; Harris, 1991; Tatchell, 1990; Tielman & de Jonge, 1988). Late in 1992, the Canadian government reversed its ban on lesbians and gay men in that country's armed forces (Claridge & York, 1992). In the United States, quasi-military organizations such as police and sheriffs' departments have successfully integrated openly lesbian and gay male officers into their ranks (GAO, 1992a; Gordon, 1993; Sarbin & Karols, 1988).

The entry of lesbians and gay men into military and quasi-military organizations has not been without incident. The Dutch military has observed antigay prejudice in its ranks and has implemented educational programs to counter such prejudice (Benistant & Thuijsman, 1990). In the United States, some police and sheriff's departments with openly gay members have encountered negative attitudes among their heterosexual personnel. In response, they have developed sensitivity training programs for their officers (GAO, 1992a; Gordon, 1993). The active involvement and leadership of high-ranking officers has been perceived to be important for the success of such programs (Benistant & Thuijsman, 1990; GAO, 1992a).

In summary, historical data and experiences in other organizations show that heterosexuals can work with openly gay people in military environments. Gay male and lesbian personnel are likely to encounter individual incidents of antigay prejudice that will necessitate sensitivity training and strong leadership from the DOD.

Problems in sharing living quarters. The DOD's justifications for its policy have suggested that certain situations pose insurmountable obstacles to integrating gay and heterosexual people. Specifically, the DOD has pointed to its need to deploy service members worldwide to settings in which they must live and work under conditions affording minimal privacy. The military has argued that heterosexual personnel would be so resistant to living and working in close quarters with openly gay women and men that unit cohesion would be dangerously lowered.

The focus of this argument has been the military's contention that heterosexuals would be unwilling to share sleeping quarters, latrines, and showers with lesbians or gay men. Moskos (1992), for example, argued, "Most women – and many men – dislike being stripped of all privacy before the opposite sex. Similarly, most heterosexual men and women dislike being exposed to homosexuals of their own sex. If feelings of privacy for women are respected regarding privacy from men, then we must respect those of straights with regard to gays" (p. 27).

This parallel between gender and sexual orientation is problematic for several reasons. Whereas males and females are segregated from an early age in public toilets and locker rooms, gay men and lesbians have grown up sharing such facilities with heterosexuals of their same gender. Consequently, they are likely to be habituated to the presence in such settings of one or more individuals whom they might find sexually attractive. Of necessity, they have developed the same behavioral patterns generally used by heterosexuals in such settings (e.g., gaze aversion and other behaviors that Goffman [1963] termed civil inattention). Indeed, fear of violence or harassment might lead gay men and lesbians to be exceptionally cautious in such settings. Although they might discreetly look at others' unclothed bodies, they probably do so in an unobtrusive manner – perhaps with even greater discretion than the many heterosexuals who also look at others' bodies in such settings.

It should be recalled that gay men and lesbians currently serve covertly in the military. Hence, they already are present in the barracks and showers. Thus, the only change will be that possibly more persons will be known to be gay or lesbian and those persons will not be subject to discharge for that knowledge. For that reason there may be an increased vulnerability of gay people to physical attack.

Concerns about sharing showers and sleeping quarters should be evaluated within the broader context of empirical research on bodily modesty. Shawver (1987) defined bodily modesty as "a discomfort or embarrassment at having one's body perceived, especially undressed, or in partial undress, and especially in particular situations," such as using the toilet or bathing (p. 155; see also Shawver & Kurdys, 1987). Although people first develop their attitudes and beliefs about bodily modesty during childhood and adolescence (Parke & Sawin, 1979; Rosenfeld et al., 1984), they adapt to new circumstances throughout life by revising their personal standards of modesty when necessary.

Such adaptation has been observed in a variety of settings, including college dormitories (Vivona & Gomillion, 1972), medical environments (Millstein, Adler, & Irwin, 1984), and prisons (Shawver, 1987; Shawver & Kurdys, 1987). Female U.S. military personnel in the Persian Gulf War reported adjusting to frequent intrusions from males and a general lack of privacy for dressing, bathing, and using the latrine. They reported that modesty needs often assumed less importance than other needs, such as hygiene (D. Schneider & Schneider, 1992).

Concerns about bodily modesty are not limited to concerns at being viewed by a gay person of one's own gender or a heterosexual of the other gender. Heterosexual military personnel may have a general wish not to be viewed in a state of undress or in private functions by anyone, regardless of gender or sexual orientation. Some people prefer not to be seen undressed or engaging in private functions by heterosexuals of their own gender (e.g., Vivona & Gomillion, 1972), members of their immediate family (Parke & Sawin, 1979; Rosenfeld et al., 1984), and even sexual partners (Brecher, 1984; Kinsey et al., 1948; Kinsey et al., 1953). Military life, however, has traditionally demanded adaptation from such individuals. Submitting to preinduction examinations and living in a barracks, for example, have required that personnel undress in front of others, regardless of their own wish not to do so or their personal standards of bodily modesty (e.g., Bérubé, 1990; Humphrey, 1990). Although encountering openly gay people in such settings may initially be novel to some heterosexuals, they can be reasonably expected to adapt to such experiences in the same way that they have adapted to other aspects of military life.

Recruitment and retention. The DOD has argued that public acceptability of military service will decrease if openly gay personnel are accepted for service, and that a reversal of the antigay ban will interfere with the military's ability to recruit and retain heterosexual members. No data exist to test these assumptions directly. Public attitudes toward an institution as large and complex as the military, however, inevitably are multifaceted. Similarly, it is likely that most men and women have multiple motivations for enlisting in the armed forces. Consequently, a reversal of any single personnel policy is unlikely to create a radical, enduring shift in support for the military.

Data are available concerning public attitudes toward allowing lesbians and gay men to serve in the military. The Gallup poll has assessed public opinion on this topic in a series of telephone surveys with national probability samples since 1977. Gallup has found increasing support for employment rights for lesbians and gay men in many fields, including the military. A 1992 poll, for example, showed that although most Americans (57%) still did not regard homosexuality as an acceptable lifestyle, an even larger majority (74%) felt that "homosexuals should have equal rights in terms of job opportunities" (Hugick, 1992, p. 3). When asked whether "homosexuals should or should not be hired" for specific occupations, 57% responded that they "should be hired" for military service (p. 3). This compared with 51% who felt that gay people should be

allowed to serve in 1977, the first time Gallup posed the question (Hugick, 1992). In 1992, the right to serve in the military was supported by a majority of women and a plurality of men, and by majorities of Whites and non-Whites, people at all income and educational levels, and people in all geographic regions (Hugick, 1992).

After President Clinton announced his intention to reverse the policy, however, public opinion appeared to become more polarized and volatile. When a Time/CNN poll (conducted on January 13-14, 1993) asked whether "gays and lesbians should be banned from the military," 57% of the sample responded that they should not be banned ("Public Views," 1993), consistent with the earlier Gallup poll (Hugick, 1992). But a New York Times/CBS News poll (conducted on January 12-14) found that 48% opposed "permitting homosexuals to serve in the military," whereas only 42% favored it ("Public Views," 1993). When a Gallup/Newsweek poll (conducted January 21-22, 1993) asked "Should Clinton delay his promise to lift restrictions on gays in the military if it will produce morale and readiness problems?" 49% responded yes, compared to 40% no ("Newsweek Poll," 1993, p. 59).

It is possible that these disparate findings resulted in part from differences in item wording (e.g., the Time/CNN item asked about "banning" whereas the New York Times/CBS item asked about "permitting") and from the way the issue was framed (e.g., the Gallup/Newsweek item specified possible negative outcomes and asked whether Clinton should delay – not reverse – his decision). An additional explanation is that the public supports allowing gay people to serve in the military when the issue is framed solely in terms of employment rights (as in the Gallup series between 1977 and 1992), but becomes more polarized when gay rights are portrayed as antithetical to military effectiveness. Nevertheless, it is striking that 40% of the Gallup/Newsweek respondents felt that the president should proceed in reversing the policy, even if doing so would produce morale and readiness problems.

The extent to which public support for or opposition to the policy on homosexuality affects overall attitudes toward the military remains unknown. It appears, however, that widespread acceptance for a new policy will not be forthcoming until most Americans are convinced that the armed forces will not be unduly disrupted or impaired.

Considerations on Implementing A Nondiscriminatory Policy

Anti-Black attitudes were widespread in the U.S. military when President Truman ordered an end to racial discrimination in the armed forces in 1948 (Ambrose, 1972; Hope, 1979). Indeed, the arguments used against racial integration were remarkably similar to those that have been recently articulated against lesbians and gay men. For example, in 1942 a General Board commissioned to consider the integration of African Americans in the Navy submitted its report, concluding that "the enlistment of negroes for unlimited general service is inadvisable." The board provided the following rationale

for its conclusion:

> Enlistment for general service implies that the individual may be sent anywhere -- to any ship or station where he is needed. Men on board ship live in particularly close association: in their messes, one man sits beside another; their hammocks or bunks are close together; in their common tasks they work side by side; and in particular tasks such as those of a gun's crew, they form a closely knit, highly coordinated team. How many white men would choose, of their own accord, that their closest associates in sleeping quarters, at mess, and in a gun's crew should be of another race? How many would accept such conditions, if required to do so, without resentment and just as a matter of course? The General Board believes that the answer is "Few, if any," and further believes that if the issue were forced, there would be a lowering of contentment, teamwork and discipline in the Service. (Navy General Board, 1942, p. 1)

Notwithstanding beliefs such as those expressed by the Navy in 1942, the military, proved itself willing and able to deal with such prejudice (Day, 1983; Hope, 1979). Because many of the same social psychological processes underlie majority group members' attitudes toward both racial and sexual minorities (Herek, 1987), the military's past experience suggests that it is capable of reducing antigay prejudice in its ranks. Some suggestions are offered below. These suggestions are presented under three headings: policy; education and training; and research.

Policy

Identity versus sexual behavior. In drafting a uniform code of sexual conduct, the DOD should avoid equating all public manifestations of a gay identity (including involvement in a relationship) with inappropriate sexual behavior. Gay men and lesbians tend to be perceived by heterosexuals entirely in terms of their sexuality (Herek, 1992). Some heterosexual personnel, for example, may perceive lesbians or gay men to be flaunting their sexuality when they merely identify themselves as lesbian or gay, or when they display a partner's photograph in a setting in which heterosexuals are allowed to do so. Such perceptions result from the lack of nonsexual social roles and identities for lesbians and gay men comparable to those available to heterosexuals through institutions such as marriage. Consequently, conduct that is regarded as innocuous when performed by a heterosexual (e.g., stating that one is married, greeting a spouse with a kiss) can be perceived as an inappropriate public manifestation of private sexuality when performed by a lesbian or gay man. Gay people should be allowed to engage in the same sorts of behaviors that are allowed for heterosexuals. This will require education and sensitivity training to ensure that heterosexuals perceive such behaviors accurately (i.e., in nonsexual terms).

Sexual harassment. Much of the discussion concerning same-gender sexual harassment has been characterized by the application of a double standard. Throughout the previously quoted memorandum from Vice-Admiral Donnell (1990), for example,

male-female sexual harassment was understood as a specific behavior that is unacceptable, but female-female harassment was identified with a type of person who is unacceptable. Donnell suggested that all lesbians should be discharged, but that heterosexual men should be individually punished (and not necessarily by discharge) only if they actually harassed a woman. Thus, homosexuality was equated with same-sex harassment, whereas no comparable linkage was made between heterosexuality and male-female harassment.

However, empirical data indicate that male-female sexual harassment is a more prevalent problem than same-gender harassment throughout the military. A 1988-1989 DOD survey (N = 20,249 women and men), the first major study of sexual harassment in the military, found that 64% of the women responding had experienced uninvited and unwanted sexual attention during the previous year, almost all of it from men. More than one third reported some form of direct harassment, such as touching, pressure for sexual favors, or rape. More than 70% of the women who had been harassed reported experiencing three or more different forms of harassment (Martindale, 1991; Schmitt, 1990).

The problem of male-female sexual harassment in the military -- and the military's unwillingness or inability to investigate and punish offenders -- has been dramatized repeatedly. In 1992, reports surfaced of extensive sexual assaults of female Navy personnel at the annual Tailhook Association convention (Ness, 1992; Schmitt, 1992); a tripling in rapes reported on Navy bases and ships since 1987 (Warner, 1992a); a risk for rape among female Army personnel that was 50% higher than the comparable civilian rate (Warner, 1992b); and the suicide of an Army soldier who, after filing a formal complaint about repeated sexual harassment by her superiors, was herself charged with conduct unbecoming a soldier (Marinucci, 1992).

The point of this discussion is not to excuse same-gender sexual harassment, nor to minimize its seriousness. Rather, it is to disentangle discussions of sexual harassment from the debate surrounding the military's policy toward gay men and lesbians. Clearly, any sexual harassment is unacceptable, regardless of the genders of individuals involved. However, sexual harassment should be dealt with as a form of conduct rather than as a characteristic of a class of people.

The emphasis in military policy should be on parity of treatment among homosexual, bisexual, and heterosexual persons. The same level of sanctions should apply for misconduct regardless of sexual orientation.

Education and Training

The goals of education and training. DOD education programs about lesbian and gay people should have as their ultimate goals that heterosexual military personnel will accept their gay male and lesbian counterparts because this is what a good soldier,

sailor, or marine does (the psychological process of identification) or because this is the right thing to do (the psychological process of internalization). Until that goal is reached, however, antigay harassment, discrimination, and violence should be prevented by creating compliance (i.e., conformity to policy to avoid punishment or to gain rewards; Kelman, 1961). This is especially important in order to prevent physical violence against gay male and lesbian personnel. The military should take a firm and highly publicized stand that violence against gay personnel is unacceptable and will be punished quickly and severely.

Cognitive and motivational processes. The military also should be aware of the psychological processes that perpetuate stereotyping and prejudice. In their interactions with lesbians and gay men, for example, heterosexuals often notice only those characteristics that are congruent with their preexisting stereotypes about gay people (selective perception) and fail to remember experiences inconsistent with their stereotypes (selective recall) (Herek, 1991b). Through education and sensitivity training for all personnel, from the senior command to new recruits, the military can modify these cognitive patterns.

In addition, the military should recognize that expressing antigay attitudes can serve a variety of psychological functions for heterosexuals (Herek, 1987, 1991b). It can express values important to one's self-concept, secure approval from important others, and reduce anxiety resulting from unresolved psychological conflicts. In turn, antigay prejudice can be eradicated most effectively through interventions that attack the primary psychological functions that it serves. This means that different strategies will be necessary for changing the antigay attitudes held by different individuals (see Herek, 1991b).

Interpersonal contact experiences. Empirical research has consistently demonstrated that heterosexuals who have a close personal relationship with a lesbian or a gay man are more likely than other heterosexuals to express generally favorable attitudes toward all gay people (Herek et al., 1992). The military can reduce antigay prejudice by fostering the development of positive social relationships between heterosexual and gay personnel in a supportive environment in which common goals are emphasized, prejudice is negatively sanctioned, and heterosexual personnel learn to regard gay men and lesbians as complex individuals rather than simply as members of a disliked social category (Allport, 1954; Amir, 1969; Brewer & Miller, 1984).

Normative expectations and definitions of the situation. The DOD has considerable power to influence how military working and living situations are defined. Beginning with basic training, therefore, norms should be established for all personnel to reduce the likelihood that friction will develop between heterosexuals and gay people. One such normative belief to be encouraged is that sexual orientation is irrelevant to

performing one's duty, and that everyone should be judged on her or his own merits. Another norm is that sexual harassment is unacceptable and will be punished, regardless of the gender of the people involved. A third norm to be encouraged is that intimate situations (such as sleeping quarters and the latrine) are not sexual; behaviors that encourage this definition of the situation -- such as civil inattention to others' nudity (Goffman, 1963) -- are appropriate. Much of the literature on bodily modesty indicates that an appropriate shared definition of the situation greatly facilitates adaptation to environments in which intrusions on personal modesty are required (Ragan & Pagano, 1987; H.W. Smith, 1980; Vivona & Gomillion, 1972; Weinberg, 1964, 1965)

Research Needs

A substantial body of social science research is available for guidance in implementing a rescission of the policy. In addition to using insights from the social science literature, the DOD should conduct original empirical research to develop a better understanding of its own specific needs and opportunities for reducing prejudice. First, descriptive data could be collected concerning military personnel's current stereotypes and prejudices about lesbians and gay men. The goal of such research would not be to document that resistance to a nondiscriminatory policy exists (undoubtedly it does), but rather to identify where such resistance is strongest (e.g., specific demographic or occupational groups) and how it can be eliminated most effectively.

Second, the military could benefit from studying the experiences of other organizations with openly gay male and lesbian personnel. These include quasi-military organizations (e.g., law enforcement agencies) and the armed forces of other countries where openly gay personnel are admitted (e.g., The Netherlands, Sweden, and Denmark). Those organizations provide a natural laboratory for identifying any problems that may arise (and their solutions) when openly gay personnel are allowed to serve (e.g., Benistant & Thuijsman, 1990). In this regard, the U.S. military may benefit from the experiences of the Canadian armed forces as they begin to integrate openly gay men and women into their ranks.

Finally, the military would profit greatly from examining its own past experiences with racial and gender integration to identify ways in which programs designed to reduce prejudice and to facilitate integration of minority groups might be applied to sexual orientation. Some lessons learned through programs such as the Defense Race Relations Institute (DRRI) and its successor, the Defense Equal Opportunity Management Institute (DEOMI) are likely to be applicable (Day, 1983; Hope, 1979). It is clear that, even in a hierarchical institution such as the military, long-standing prejudice against minority group members cannot simply be ordered out of existence. It also is evident that the military has the capability of instituting programs that will systematically reduce barriers to minority service and change the attitudes of members of the majority group (Day, 1983; Hope, 1979).

Conclusions

Consideration of the President's plan to rescind the policy that gay and lesbian people should not serve in the military should include a rational and empirical analysis of the issues and a careful examination of the scientific evidence available.

On the basis of a substantial scientific literature, we conclude that gay and lesbian people are suitable for military service.

There are a number of beliefs about gay and lesbian people, about their suitability for military service, and about heterosexuals' fears and prejudices that are currently real problems for rescinding the ban. However, our analysis of those beliefs does not indicate that they are insurmountable. To the contrary, the military appears to us to be an institution well experienced and qualified to effectively deal with those problems.

Lifting the ban on homosexuals in the military can proceed most successfully if the following recommendations are followed:

(1) establish clear norms that sexual orientation is irrelevant to performing one's duty and that everyone should be judged on her or his own merits;
(2) eliminate false stereotypes about gay men and lesbians through education and sensitivity training for all personnel;
(3) set uniform standards for public conduct that apply equally to heterosexual and homosexual personnel;
(4) deal with sexual harassment as a form of conduct rather than as a characteristic of a class of people; establish that all sexual harassment is unacceptable, regardless of the genders or sexual orientations of individuals involved;
(5) take a firm and highly publicized stand that violence against gay personnel is unacceptable and will be punished quickly and severely; attach stiff penalties to antigay violence perpetrated by military personnel.

Mr. Chairman, thank you for the opportunity to testify today on behalf of APA and NORDSOM. I will be happy to answer any questions that members of the committee may have.

ENDNOTES

1. Prior to World War II all the United States criminalized some forms of consensual sexual behavior, including certain sexual acts between members of the same sex. Beginning in the 1960s, however, there has been a trend for such laws to be repealed. Today the majority of the states have no laws criminalizing any form of consensual private noncommercial sexual behavior among adults. In the states with such laws still in effect, approximately one half prohibit certain sexual acts regardless of the sex of the participants and the other half prohibit only sexual acts between members of the same sex.

2. A mental disorder is "a clinically significant behavioral or psychological syndrome or pattern that occurs in a person and that is associated with present distress (a painful symptom) or disability (impairment in one or more important areas of functioning) or with a significantly increased risk of suffering death, pain, disability, or an important loss of freedom." (American Psychiatric Association, 1987, p. xxii)

Appendix

National Organizations Responding to Discrimination on the Basis of Sexual Orientation in the Military

The **American Counseling Association** is the largest organization of professional counselors with nearly 60,000 members representing well over 200,000 professionals across the country. These practitioners provide mental health, rehabilitation, substance abuse, employment, educational and other counseling services in a variety of settings, including the Armed Services. Professional counselors work with members of the Armed Services and their dependents, veterans, and civilian employees.

The **American Nurses Association (ANA)** is the only full-service professional organization representing the nation's two million registered nurses through its 53 constituent associations. ANA advances the nursing profession by fostering high standards of nursing practice, promoting the economic and general welfare of nurses in the workplace through a comprehensive workplace advocacy program, projecting a positive and realistic view of nursing to the public, and by working with the U.S. Congress and regulatory agencies on issues affecting nurses and the public. There are nearly 13,000 registered nurses on active duty in the U.S. and more than 24,000 in the Reserve/Guard.

The nation's oldest medical specialty society, the **American Psychiatric Association represents** 38,000 physicians who specialize in the diagnosis and treatment of mental illness. From practicing psychiatrists to neurobiological researchers, its membership represents a range of professional interests, including military psychiatry. In addition to their roles as physicians and mental health professionals, military psychiatrists serve as key advisors to the armed forces surgeons general and military medical center administrators.

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The **National Association of Social Workers (NASW)** is the largest organization of professional social workers in the world with 145,000 members. Social workers currently provide over half of all mental health counseling in the country. Social workers are members of the uniformed services and civilian workforce of the Department of Defense.

Social workers in the military provide services to armed forces personnel involved in combat and humanitarian missions overseas as well as noncombat-related services to military personnel and families in the areas of mental health, health, substance abuse, family preservation, child and spouse abuse, and other family support services.

SIECUS is committed to the basic principle that sexuality is a natural and healthy part of living and that each individual must have the right and the ability to make responsible sexual choices. SIECUS is a national nonprofit organization with over 2,500 members, including sexuality educators, university educators, family planning providers, psychologists, social workers, and other professionals focused on sexuality education and sexual rights issues. Founded in 1964, SIECUS provides technical assistance and information clearinghouse services on a range of sexuality issues.

AMERICAN PSYCHOLOGICAL ASSOCIATION

NEWS

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RESEARCH ADDRESSES SOME FEARS ABOUT LIFTING THE MILITARY'S BAN ON GAYS AND LESBIANS

Suggestions for Implementing a Nondiscriminatory Policy Are Offered

WASHINGTON -- The current debate surrounding the military's exclusion of gay men and lesbians is based on the mistaken assumption that heterosexuals cannot overcome their prejudices regarding sexual orientation, according to a report in the May issue of the American Psychological Association's (APA) *American Psychologist*. The article, "Sexual Orientation and Military Service: A Social Science Perspective," was written by Gregory M. Herek, Ph.D., an associate research psychologist at the University of California at Davis.

Based on extensive review of published scientific research, Dr. Herek reached three principal conclusions: (1) that heterosexual personnel can overcome their prejudices and adapt to living and working in close quarters with lesbian and gay male personnel; (2) that lesbians and gay men are not inherently less capable of military service than are heterosexual women and men; and (3) that acceptance of a new policy will be influenced by whether the public understands that the presence of openly gay and lesbian personnel will not impair combat effectiveness.

Dr. Herek noted that some members of the military and Congress have expressed concern that unit cohesion and morale will be lowered if heterosexual personnel are

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unable to establish close interpersonal relationships with lesbian or gay male servicemembers. But his review of survey and laboratory data indicated that heterosexual personnel are capable of establishing such relationships. Dr. Herek pointed out that roughly one American adult in three knows someone who is openly gay or lesbian, and that heterosexuals who have a close ongoing relationship with a gay man or lesbian tend to express favorable attitudes toward gay people as a group.

"Ongoing interpersonal contact under favorable conditions," said Dr. Herek, "is likely to foster positive feelings toward gay men and lesbians." Such favorable conditions, he noted, include a supportive environment in which common goals are emphasized, prejudice is negatively sanctioned and heterosexual personnel learn to regard gay men and lesbians as complex individuals rather than simply as members of a disliked social category.

Dr. Herek notes that one of military's main concerns is that lesbians and gay men will have "a propensity to engage in sexual harassment." But he points out that research has found that levels of sexual drive and frequency of sexual activity are not related to sexual orientation and that "gay men, lesbians and heterosexual people alike display wide variability in their level of sexual activity."

Also, Dr. Herek said, no evidence exists to support the belief that lesbians and gay men are more likely than heterosexuals to possess any psychological characteristics that would make them less capable of controlling their sexual or romantic urges, of refraining from the abuse of power, of obeying rules and laws, of interacting effectively with others or of exercising good judgment in handling authority.

Because hostility toward gay men and lesbians exists in the civilian world, the

Department of Defense (DoD) has argued that those negative attitudes will also exist in the military and create problems if openly gay personnel were allowed to serve. But Dr. Herek points out that current research examining the military before DoD implemented the policy on sexual orientation found that many lesbians and gay men served more or less openly in the military during World War II and served effectively in combat with the respect and admiration of their comrades.

In other countries, such as Denmark, The Netherlands and Sweden, lesbians and gay men have been allowed to join the armed forces without creating insurmountable problems, Dr. Herek said. And in quasi-military organizations in the U.S., such as police and sheriff's departments, "openly lesbian and gay male officers have been successfully integrated into their ranks," Dr. Herek added.

Dr. Herek offered a variety of suggestions to the military for implementing a nondiscriminatory policy:

- Take a firm and highly publicized stand that violence against gay personnel is unacceptable and will be punished quickly and severely. Attach added penalties to antigay violence perpetrated by military personnel.
- Eliminate false stereotypes about gay men and lesbians through education and sensitivity training for all personnel.
- Inculcate clear norms that sexual orientation is irrelevant to performing one's duty and that everyone should be judged on her or his own merits.
- Deal with sexual harassment as a form of conduct rather than as a characteristic of a class of people. Establish that any sexual harassment is unacceptable, regardless of the genders of individuals involved.

"In the past," concluded Dr. Herek, "the military has proved itself willing and able to attack prejudice and stereotypes based on race and gender within its ranks. The challenge of the 1990s may well prove to be to continue this tradition by eliminating barriers based on sexual orientation."

Article: "Sexual Orientation and Military Service," by Gregory M. Herek, Ph.D., University of California at Davis. *American Psychologist*, Vol. 48, No. 5, pp. 538-549.

(Full text available from the Public Affairs Office)

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APA/NORDSOM Testimony
House Armed Services Committee
Lesbians and Gay Men in the Military
May 5, 1993

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FILE
62

OSD MILITARY WORKING GROUP

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CONRAD BURNS
CONTACT: BRYCE DUSTMAN (202) 224-8150
FOR IMMEDIATE RELEASE
FRIDAY, MAY 7, 1993

SENATOR CONRAD BURNS (R-MT)
Senate Armed Services Committee Hearing on
Gays in the Military

Thank you, Mr. Chairman, for asking me to be here today.

I must say from the outset that I have been contacted by thousands of folks on this issue. This is one of those issues that people feel so strongly about that they sit down and write to their representatives, sometimes for the first time.

In fact, I have an opinion here from one of my constituents, a retired colonel of the Marine Corps. Colonel Bloom has prepared an intriguing analysis of this issue. I would like to submit it for the record.

Many of the letters I've received are from those who are currently serving or have served in the Armed Forces. Some are from the parents of children who are considering enlisting in the military. These people are not ignorant, nor are they hatemongers. They are simply concerned about the future of an organization that they care deeply about.

That's where I am coming from. As a former Marine, I have a great admiration and respect for our military, which I believe is the finest in the world. I want it to stay that way.

To those who say that excluding those who acknowlege that they are homosexual is discriminatory: I agree. The point that I am making is this: the military is not a democratic institution. There are standards for acceptance into the military, and certain conduct is expected of those who are members.

The military discriminates against people who are old. The military discriminates against people who don't meet the weight standards. Obviously, if I went down to the Marine Corps recruiter to enlist today, they would get me on both counts.

And the military discriminates against people who admit they are homosexual. These rules are all there for a reason. I do not think they should change.

I firmly believe that eliminating the ban on homosexuals serving in the military would put the folks who serve in the military at an additional risk. We cannot lightly dismiss these risks.

Moral considerations aside, I feel that allowing openly gay people to serve in the military would be detrimental to the institution. And, from what I've heard, the overwhelming majority of the men and women in the military feel the same way.

To me, the quickest way to destroy the discipline and spirit of a military unit is to inject sexual tension into the barracks. This is not simply a question of tolerance of the lifestyles of gay, lesbian and bisexual individuals. Members of the military are required to live together in close quarters, often with very little privacy. I am concerned that forced contact will have a devastating effect on morale and discipline. This, in turn, will affect the ability of the military to carry out its mission of national defense.

One of the primary duties of the federal government is to guarantee the safety and well-being of the United States of America. The safety and security we enjoy is in part due to our Armed Forces.

Before we start tinkering with an institution that has functioned well for so long, I think we need to consider the heartfelt views of those who serve--and those who have served--in it.

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U.S. Senator Howard M.
METZENBAUM
of Ohio

Committees:
Judiciary
Labor and Human Resources
Energy and Natural Resources
Select Committee on Intelligence

Chairmanships:
Subcommittee on Antitrust
Subcommittee on Labor
Subcommittee on Energy
Regulation and Conservation

STATEMENT OF SEN. HOWARD M. METZENBAUM
BEFORE THE COMMITTEE ON ARMED FORCES
ON LIFTING THE PENTAGON'S BAN AGAINST GAYS IN THE MILITARY
MAY 7, 1993

GOOD MORNING MR. CHAIRMAN, MEMBERS OF THE COMMITTEE. AS YOU KNOW, I OFFERED AN AMENDMENT LAST SEPTEMBER TO THE DEFENSE AUTHORIZATION BILL TO PROHIBIT DISCRIMINATION BY THE ARMED FORCES ON THE BASIS OF SEXUAL ORIENTATION.

AT THAT TIME, YOU ASSURED ME YOU WOULD HOLD HEARINGS ON THIS CONTROVERSIAL ISSUE. I AM PLEASED TO HAVE AN OPPORTUNITY THIS MORNING TO SHARE MY VIEWS WITH YOU.

MR. CHAIRMAN, THE ISSUE OF WHETHER HOMOSEXUALS SHOULD BE PERMITTED TO SERVE IS NOT AS COMPLICATED AS MANY PEOPLE WOULD HAVE US BELIEVE.

IT REALLY DOESN'T HAVE ANYTHING TO DO WITH PEOPLE SHOWERING TOGETHER, OR HOLDING HANDS, OR SHARING A TENT TOGETHER. IT HAS NOTHING TO DO WITH INTIMACY OR SEXUAL RELATIONS, OR WHETHER ANYONE APPROVES OR DISAPPROVES OF HOMOSEXUALITY.

THOSE ARE ISSUES THAT HAVE BEEN INTRODUCED INTO THE DEBATE, BUT THEY ARE NOT REALLY WHAT THIS IS ABOUT. THEY ONLY OBFUSCATE THE REAL ISSUE - WHICH IS ACTUALLY VERY SIMPLE.

IT IS ABOUT CIVIL RIGHTS.

IT IS ABOUT EQUAL OPPORTUNITY UNDER THE LAW.

AND IT IS ABOUT ENSURING EQUAL PROTECTION UNDER THE LAW FOR MEN AND WOMEN WHO WISH TO SERVE THEIR COUNTRY.

IT IS A QUESTION ABOUT WHETHER THE GOVERNMENT IS GOING TO CONTINUE SPONSORING AN OUTDATED, UNJUSTIFIED AND ARBITRARY POLICY OF DISCRIMINATION AGAINST HOMOSEXUALS.

THAT IS EXACTLY WHAT THE POLICY DOES - IT DISCRIMINATES AGAINST AN ENTIRE CLASS OF PEOPLE SOLELY ON THE BASIS OF THEIR SEXUAL PREFERENCE - NOT HOW THEY CONDUCT THEMSELVES - BUT, I REPEAT - THEIR SEXUAL

PREFERENCE.

DISCRIMINATION ON THIS LEVEL AGAINST ANY OTHER GROUP OF CITIZENS IS ILLEGAL IN THE UNITED STATES.

IT IS FUNDAMENTALLY AGAINST THE BASIC PRECEPTS OF OUR CIVIL RIGHTS LAWS AS THEY HAVE EVOLVED OVER THE PAST 150 YEARS.

IN THE COURSE OF A MINUTE, A MAN CAN BE THE BRAVEST, TOUGHEST, MOST DECORATED SOLDIER IN THE ENTIRE ARMY - AND THE NEXT MINUTE - HE CAN FIND HIMSELF KICKED OUT, HIS CAREER IN RUINS - JUST FOR BEING GAY.

NOW, MANY PEOPLE HAVE PRESENTED THE ARGUMENT THAT THE MILITARY HAS ALWAYS RESERVED THE RIGHT TO EXCLUDE CERTAIN GROUPS FROM SERVING. YEARS AGO, WOMEN WERE EXCLUDED FROM THE ARMED SERVICES. AFRICAN-AMERICANS WERE ALTERNATELY EXCLUDED OR SEGREGATED WITHIN THEIR OWN UNITS, DEPENDING UPON THE NATION'S NEED FOR TROOPS TO FIGHT.

BUT WOMEN AND AFRICAN-AMERICANS WON THE RIGHT TO SERVE THEIR COUNTRY BECAUSE THERE WAS NO JUSTIFICATION FOR A POLICY THAT EXCLUDED THEM. AND FURTHERMORE, THEY PROVED THEMSELVES IN BATTLE. THEY SHOWED THAT THEY COULD DO THE JOB.

AND THE SAME IS TRUE OF HOMOSEXUALS TODAY. THERE IS NO RATIONALE FOR EXCLUDING THEM EITHER.

THEY HAVE PROVED THEMSELVES. HOMOSEXUAL MEN AND WOMEN HAVE REPEATEDLY, AND THROUGHOUT OUR HISTORY, SHOWN THAT THEY ARE EVERY BIT AS CAPABLE, HARDWORKING, BRAVE AND PATRIOTIC AS ANY OTHER SOLDIER, SAILOR, OR MARINE.

THEY STOOD AND FOUGHT ON THE BATTLEFIELDS OF EVERY WAR WE'VE EVER FOUGHT.

MANY DIED. OTHERS CAME HOME WOUNDED OR PERMANENTLY DISABLED.

SO WHAT IS THE REASON FOR EXCLUDING GAYS AND LESBIANS?

PEOPLE WHO SUPPORT CONTINUING THE BAN SAY THAT WE NEED TO LOOK AT THIS ISSUE IN MILITARY TERMS - AND HOW LIFTING THE BAN WOULD AFFECT THE MILITARY'S ABILITY TO CARRY OUT ITS PRIMARY NATIONAL DEFENSE RESPONSIBILITIES.

I AGREE. LET'S CONSIDER THAT.

LET'S CONSIDER THE ARGUMENT THAT HOMOSEXUALS IN THE MILITARY WILL ADVERSELY AFFECT MORALE AND UNIT COHESION.

WHERE IS THE EVIDENCE TO THAT EFFECT?

IS IT LIMITED TO THE EMOTIONAL ARGUMENTS WE KEEP HEARING FROM THE TROOPS THAT THEY DO NOT WANT TO SERVE WITH HOMOSEXUALS?

I THINK IT IS.

THE MAJORITY OF OUR UNIFORMED PERSONNEL SUPPORT CONTINUATION OF THE BAN. SO WHAT.

DID WE TAKE A VOTE OF OUR ARMED PERSONNEL BEFORE WE ACCEPTED WOMEN INTO THE MILITARY - OR BEFORE PRESIDENT TRUMAN BANNED DISCRIMINATION AGAINST AFRICAN - AMERICANS IN THE MILITARY.

DOES THE OPPOSITION OF OUR UNIFORMED PERSONNEL MEAN THE BAN SHOULD BE CONTINUED?

HAVE WE SUDDENLY GOTTEN TO THE POINT WHERE OUR MILITARY LEADERS TAKE THEIR ORDERS FROM THE TROOPS.

OF COURSE WE HAVEN'T.

WE ALL KNOW THE MILITARY DOESN'T WORK THAT WAY. THE MILITARY OPERATES UNDER A HIGHLY DISCIPLINED CHAIN OF COMMAND. AUTHORITY FLOWS IN A SPECIFIC LINE ALL THE WAY FROM THE COMMANDER IN CHIEF DOWN TO THE NEWEST BUCK PRIVATE.

IF THE COMMANDER IN CHIEF DECIDES THAT HOMOSEXUALS SHOULD BE PERMITTED TO SERVE IN THE MILITARY - WITH THE SAME RIGHTS, DUTIES AND LEVEL OF RESPECT AS ANY OTHER SOLDIER - THEN IT IS THE SERVICE CHIEFS' RESPONSIBILITY TO ENSURE THOSE ORDERS ARE ENFORCED. IF THEY ARE ENFORCED, THEN YOU CAN BE DARN SURE THAT THEY WILL BE OBEYED - RIGHT ON DOWN THE LINE.

IF ENDING THE BAN ON GAYS IN THE MILITARY BECOMES A PROBLEM WITHIN THE RANKS, IT WILL BE BECAUSE THE BRASS MADE IT SO - BY NEGLECTING - WILFULLY OR OTHERWISE - TO ENFORCE DISCIPLINE.

WE HEAR HOW FIGHTS WILL BREAK OUT, HOW GAYS WILL BE HARASSED.

THAT'S BALDERDASH. IF THE COMMANDING OFFICER OF A UNIT WANTS TO PREVENT HARASSMENT OF KNOWN HOMOSEXUALS IN HIS OR HER UNIT, THAT IS COMPLETELY WITHIN HIS OR HER POWER.

WITHIN THE MILITARY, MR. CHAIRMAN, THE QUESTION OF WHETHER THE INTEGRATION OF HOMOSEXUALS GOES SMOOTHLY IS A FUNCTION OF MILITARY LEADERSHIP - THE QUALITY OF THAT

LEADERSHIP.

IT IS THE RESPONSIBILITY OF THE SERVICE CHIEFS TO MAINTAIN MORALE AND FOSTER THE UNIT COHESION THAT IS THE SUBJECT OF SO MUCH CONCERN.

IF THE COMMANDER IN CHIEF DECIDES THAT HOMOSEXUALS HAVE THE RIGHT TO SERVE THEIR COUNTRY, THE CHIEFS' JOB IS TO EDUCATE AND INFORM THE RANKS OF THE TRUTH - THAT HOMOSEXUALS SERVE NOW, AND HAVE ALWAYS SERVED - THAT THEY MAKE BRAVE SOLDIERS - AND THAT THEY HAVE FOUGHT AND DIED IN ALL THE WARS OF THIS COUNTRY.

THERE IS NOTHING NEW ABOUT THIS. MILITARY LEADERS HAVE SHOWN THAT THEY CAN MOVE FORCEFULLY IN RESPONSE TO PROBLEMS THAT DEVELOP WITHIN THE RANKS. THE NAVY IS UNDERTAKING A MASSIVE EFFORT RIGHT NOW TO CHANGE ATTITUDES ABOUT SEXUAL HARASSMENT IN THE AFTERMATH OF TAILHOOK.

THE NAVY INSTITUTED AN EXPRESSED POLICY OF ZERO TOLERANCE AGAINST SEXUAL HARASSMENT.

WILL THAT END SEXUAL HARASSMENT OVERNIGHT? NO, BUT IT CERTAINLY SENDS THE MESSAGE THAT HARASSMENT OF WOMEN PERSONNEL IS INTOLERABLE, AND WILL BE PUNISHED.

AND THAT IS WHAT OUR MILITARY LEADERS OUGHT TO BE DOING WITH RESPECT TO GAYS AND LESBIANS WHO SERVE NOW, AND THOSE WHO WISH TO SERVE IN THE FUTURE.

THEY SHOULD PUT AWAY THEIR PERSONAL FEELINGS ABOUT HOMOSEXUALITY, AND ACT LIKE THE PROFESSIONAL SOLDIERS THEY ARE.

THEY SHOULD STATE CLEARLY THAT GRATUITOUS HARASSMENT OF HOMOSEXUALS IS PROHIBITED - AND THAT VIOLATORS WILL BE PUNISHED.

THEY SHOULD STATE FURTHERMORE, THAT THE PERSONAL SEXUAL PREFERENCE OF ANY SERVICE MEMBER IS A PRIVATE MATTER THAT HAS NOTHING WHATSOEVER TO DO WITH HIS OR HER PERFORMANCE ON THE JOB.

THAT IS THE WAY OUR LEADERS SHOULD BE HANDLING THIS ISSUE MR. CHAIRMAN.

THANK YOU.

STATEMENT
OF
SENATOR FRANK H. MURKOWSKI (R-AK)
CONCERNING
THE PROPOSAL TO ALLOW HOMOSEXUALS TO SERVE OPENLY
IN THE ARMED SERVICES

DELIVERED
TO
THE COMMITTEE ON ARMED SERVICES
UNITED STATES SENATE

MAY 7, 1993

Good Morning,

Thank you Mr. Chairman for comprehensive hearings on President Clinton's proposal to allow homosexuals to serve openly in our armed forces. This proposal would fundamentally change the lives of the young American men and women who chose to serve in our Nation's Armed Forces.

And thank you for providing me with an opportunity to appear before the Committee.

I agree with those who observe that military service is a privilege, not a right, and that the mission of our Armed Forces is the defense of the Nation, not social change.

I find the requirement for order and discipline within our armed forces to be a compelling justification for the current policy. And I ask that an earlier statement which I wrote on this aspect of the issue, and which was published in my state, be entered in the record.

But this ground is well plowed and I will use no more of the Committee's time to cast more light on a viewpoint already well illuminated.

I will speak to a side of the question which I believe has not yet been thoroughly discussed.

I believe allowing gays to openly serve in the armed forces will have a direct and adverse affect on America's 27 million veterans and on the 300,000 former service men and women who join their ranks each year.

An American must make a profound commitment to our country in order to wear the uniform of our armed forces; a commitment entailing hardship and adversity, perhaps even disability or death.

The American people, and the Congress representing them, respond to the commitment of our service members to our nation by making a reciprocal commitment to them. When the men and women we depend upon for our defense set their uniforms aside, they become veterans. As American veterans, they become eligible for the most generous package of veterans' benefits in the world.

Veterans' benefits are available to <u>all</u> who serve; without regard to race or origin; without regard to class or rank; without regard to gender or belief; and yes, without regard to sexual preference.

As members of the Senate, we can take pride in our stewardship over those benefits, but that stewardship also imposes an obligation upon us. We must ensure that we take no action with unintended adverse consequences for veterans.

I believe allowing gays to serve openly in our armed services could be such an action.

Two numbers, 10% and 66%, are at the foundation of my concern.

According to the Centers for Disease Control (CDC), "men who have sex with men" was an exposure factor in 66% of new AIDS cases in men during 1992. While this percentage is lower than the percentage (69%) in 1991, the number of individual cases in gay men actually increased (by 22) from 1991 to 1992. The number of gay men who are diagnosed with AIDS is not decreasing over time.

From the fact that the 10% (or fewer) of the male population who are gay are responsible for two-thirds of the infection, I believe it is reasonable to conclude that the gay population carries with it a disproportionate risk of the disease. That risk, and that disease, impose a cost on any organization responsible for the health care of the population in question.

Earlier this year, the American Security Council Federation released a report concluding that admitting gays to active duty would add five-year costs of at least $4.6 billion to the current $13 billion medical budget of the Department of Defense. A spokesman for the Human Rights Campaign Fund immediately responded that the report was "distorted" because the armed services screen for HIV, and discharge service members disabled by AIDS.

Service members disabled by AIDS are discharged.

But they not discharged into a vacuum, they are discharged to the Department of Veterans Affairs. The Department of Defense, and the Committee on Armed Services are responsible for service men and women for the years they are on active duty. The Department of Veterans Affairs, and the Committee on Veterans' Affairs, are responsible for them for the rest of their lives.

Veterans who are HIV positive at discharge will receive disability compensation, and health care, as service-connected veterans. Veterans who become infected with HIV subsequent to their service can turn to the Department of Veterans Affairs for care as non-service-connected veterans and, if they are low income, qualify for means-tested non-service-connected disability pension benefits.

The cost of AIDS, and other diseases to which the gay community is disproportionately vulnerable, may not fall on the Department of Defense, but those costs will fall on the Department of Veterans Affairs.

In real terms, resources allocated to veterans' health care have been essentially static over the last decade. With a fixed budget, additional resources allocated for patients with one disease must come at the cost of veterans with other diseases. That means that if the number of veterans seeking care for AIDS increases without an offsetting increase in resources, VA health-care professionals will be placed in the untenable position of choosing between turning away a veteran with AIDS, or treating that veteran while turning away other veterans with other diseases.

In the case of veterans who tested HIV positive at discharge there will be no decision to make. Those veterans will be service-connected for any disease that results from their infection. Care for their disease will be mandatory for VA. VA will care for service-connected veterans with AIDS even if that treatment means turning away other veterans who have a lower priority for treatment.

Mr. Chairman, AIDS, a disease found predominantly in gay men, already imposes real costs on the Department of Veterans Affairs.

In 1993, VA will spend $300 million of its $15 billion health-care budget to care for AIDS patients. VA treats 6% of all AIDS patients in the country. In 1992, more than 16,000 veterans with either asymptomatic HIV infection, AIDS related complex, or AIDS, were treated by VA.

A total of 3,058 veterans have now been service-connected for HIV/ARC/AIDS since 1985 when VA began tracking this disease. As of last September, 1,647 were receiving service-connected disability compensation for HIV-related illness. An individual who tests HIV positive at discharge and who later becomes totally disabled due to AIDS will receive the same disability compensation as an individual totally disabled due to combat wounds.

In March 1993, 43 veterans were receiving vocational rehabilitation benefits to overcome the employment impairment of AIDS-related illness. VA vocational rehabilitation pays all of the cost of tuition, books and supplies as well as a monthly subsistence allowance to veterans in training.

As of September 1992, 1,278 veterans with AIDS were in receipt of means-tested non-service-connected disability pension.

Mr. Chairman, the Veterans' Group Life Insurance (VGLI) program provides an illustration of how the effect of the proposed change in policy could extend beyond the taxpayers and adversely and directly affect the men and women who wear our Nation's uniform.

A service member leaving active duty can purchase VGLI life insurance equal to their Service members' Group Life Insurance (SGLI) coverage, now up to $200,000. VGLI is a renewable term life insurance policy. No physical exam is required if the insurance is purchased within 120 days of discharge.

This low-cost insurance provides important security to the family of a young veteran making the transition from military to civilian life. Because there is no test of insurability, it is also a valuable opportunity to individuals who know, at the time of their discharge, that they are not insurable due to a terminal illness.

In 1988, 7% of VGLI death claims were due to AIDS. In the intervening years, that percentage has steadily increased. In the second half of 1992, 103 of 418 (or 25%) of VGLI-insured deaths were due to AIDS.

This loss experience has led to discussions of the need to increase the premiums for this insurance. The Department of Veterans Affairs informs me it is considering a 33% increase (to $16 per $100,000 for veterans under age 30) in the monthly premium. Quoting from a letter to me from VA: "Without AIDS-related claims, it is possible that an increase would not become necessary."

Mr. Chairman, VGLI is a self-supporting program. The increased cost of AIDS claims will not be borne by the taxpayers. It will be paid by the young men and women who choose this coverage at the time they leave active duty. Even more tragically, the cost will be paid by the surviving spouses and children of newly discharged service-members who decline VGLI life-insurance coverage because of the expense and who subsequently die leaving their survivors without life insurance.

This hidden cost will be a real one, paid by real people. The people who can least afford it. I can't quantify the cost. I do not know how many veterans will decline coverage for each dollar of premium increase. But some will, and some of them will die when they would have otherwise been covered. Their survivors will be real and direct victims of the proposed change in policy.

For newly-discharged veterans, the risk of death is small. But, in each of the last 5 years, the families of between 700 and 800 young veterans received the proceeds of VGLI insurance. VGLI was an important benefit to the families of those veterans.

If the policy prohibiting military service by gays is changed, and if that policy results in more gays entering our armed forces, and if a fraction of those gay service members (who we know to be at a higher risk of AIDS than the rest of the population) are HIV positive at discharge, we can expect them to purchase VGLI life insurance because it will be the only insurance available.

The purchase of insurance by customers who know they are at higher risk than the population as a whole is known as "adverse selection". The increased claims paid to the "at risk" insured drive up the cost of insurance for everyone else. Eventually, people who are not at risk will see that the insurance is no longer a good deal and will drop out of the program.

The VGLI program could enter such a spiral of adverse selection and increasing cost when AIDS claims increase the cost of insurance to veterans not at risk to the point where they abandon the program. If that day comes, the value of an important veterans' benefit will have been lost to the young men and women who will be leaving active duty in the decade to come. I do not believe that the Congress or the members of this committee intend or desire that result.

I have spoken only of AIDS, but there are reports of other diseases to which gays are disproportionately vulnerable. These diseases include anal cancer, hepatitis and other sexually-transmitted diseases.

Mr. Chairman, I am also concerned by the fact that the goals of the gay community clearly call for recognition of gay relationships. VA does not now recognize such relationships. If gays are allowed to serve openly in our armed forces, some may attempt to build on that precedent by seeking VA recognition of gay relationships, including partnerships and adoptions.

While VA follows state law, challenges to VA's policy through the VA appeals system and the Court of Veterans Appeals have the potential to impose both costs and administrative burden on VA which could impair its mission of service to veterans.

And finally, Mr. Chairman, I ask that we all remember that my remarks are not meant to demean or disparage those gay individuals who have served in the past, or who will serve in the future.

Almost without exception, they served honorably, many of them bravely. When they set their uniforms aside and reentered civilian life, they acquired the honored title of "veteran." As veterans they earned through service the benefits they receive.

I thank you for providing me with an opportunity to testify at this hearing and stand ready to assist in any way that I can in the resolution of this question.

U.S. House of Representatives

COMMITTEE ON ARMED SERVICES

Washington, DC 20515

May 3, 1993

MEMORANDUM

TO: Chairman Dellums and the Members of the Committee on Armed Services

VIA: Marilyn Elrod

FROM: Mike Higgins/Charlie Tompkins

SUBJECT: May 5 Hearing--Policy Implications of lifting the Ban on Homosexuals in the Military

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INTRODUCTION

This is the second hearing of a two part series to examine the policy implications of lifting the ban on homosexuals in the military. The first hearing was conducted on Tuesday, May 4.

OBJECTIVE

- Examine the experience of police and fire departments that possess a non-discriminatory hiring policy and have gay men and lesbians serving openly.
- Consider the psychosocial implications of lifting the ban, and determine the merit of such concerns.
- Examine the policies of foreign militaries to determine if there is a model for resolving the question for America.

WITNESSES

Panel One

Chief Anthony Ribera, San Francisco Police Department

Deputy Chief Gregory M. Dean, Chief of Personnel, Seattle Fire Department

Sergeant Edward A. Striedinger, Seattle Police Department

Panel Two

Dr. Gregory M. Herek, American Psychological Association

Lieutenant Colonel Dr. William J. Gregor, Army, Retired

Colonel Dr. Wm. Darryl Henderson, Army, Retired

Professor David R. Segal, Department of Sociology, University of Maryland

KEY ISSUES

Tools for Lifting the Ban

Questions:

(1) For Panel One--What role did leadership within the city government and the department play in making the non-discrimination policy work?

(2) For Panel One--We can assume that problems did arise during the implementation of the non-discrimination policy. How did you handle those questions/disputes and what role did your code of conduct play?

(3) For Panel One and Two--What role do you think awareness and sensitivity training should play in a strategy for ~~the~~ lifting the ban on homosexuals in the military?

(4) For Panel One: What has been the reaction of your respective communities to the non-discrimination hiring policy adopted within your force?

Unit Cohesion

Questions:

(1) For Dr. Henderson and Prof. Segal--Evidence would indicate that gay men and lesbians successfully contribute to organizations across the country, why is serving openly in the military considered different?

(2) For Dr. Henderson and Prof. Segal--Is cohesion within police and fire departments different than cohesion within the military?

(3) For Panel Two--How do you reply to those who suggest that many of the cohesion arguments being articulated are identical to those that were used to limit the full participation of minorities and women in the military?

(4) For Panel Two--What is your view of the cohesion arguments that have been articulated to support the ban?

(5) For Panel Two--There have been examples of homosexuals who have enjoyed successful careers in the military. Are such cases valuable in determining whether the ban should be lifted?

(6) For Panel One--How important is unit cohesion to successful police and fire department operations?

Privacy

Questions:

(1) For Panel One--What privacy problems did you encounter when a non-discrimination hiring policy was adopted?

(2) For Panel Two--Would any of the panel members care to comment on the issue of privacy concerns of heterosexuals if the ban is lifted?

(2) For Dr. Herek--What does current research tell us about body modesty?

Foreign Military Experience (See Tab 1)

Questions:

(1) For Panel Two--What factors generally form the basis of a nation's policy?

(2) For Panel Two--Do the policies of foreign militaries generally reflect the prevailing views of society on homosexuality?

(3) For Panel Two--Do foreign nations sacrifice military readiness in order to accommodate gays in the military?

(3) For Panel Two--What do we really learn from studying the policies of foreign nations on gays in the military?

(4) For Panel Two--Will many gays currently serving in the military come out of the closet and serve openly or will they maintain their privacy?

(5) For Panel Two--Will a "don't ask, don't investigate, but don't serve openly" policy work here in America?

Psychological Issues

Questions:

(1) For Dr. Herek--Is there any psychological basis for believing that gay men and lesbians would have any difficulty adapting to a military lifestyle?

(2) For Panel Two--Are gays motivated to join the military for the same reasons as heterosexuals?

(3) For Panel Two--Do gay men and lesbians as a group operate from a different value system than heterosexuals?

(4) For Dr. Herek--What is the prevailing attitude among psychologists about the issue of changing sexual orientation through psychotherapy?

(5) For Panel Two--What do studies reveal about the potential for predatory behavior by gays? Do gays and lesbians attempt to convert heterosexuals to their sexual orientation?

(6) For Panel Two--Is it likely that gays in the military will want to serve openly?

Index of Tabs

Tab 1 Foreign Military Study

STATUS OF HOMOSEXUALS IN FOREIGN MILITARIES

INTRODUCTION

During the period of November 30 through December 4, 1992 a survey was conducted of the policies of the international community regarding homosexuals in the armed forces. The survey included (1) discussions with the Defense attaches or other employees of embassies, and (2) information available from other researchers.

It must first be noted that other research efforts of which we were aware, including the GAO study in June 1992, failed to examine the issue in sufficient detail to give an understanding of how national policies on homosexuals are implemented and handled in practical terms. Our own efforts to get at the heart of the matter through personal conversation with military professionals in some cases yielded real insight, and in other cases resulted in frustration. In most cases homosexuals in the military is a sensitive issue that foreign military professionals prefer not discussing openly with candor. The following discussion attempts to put the results of our study, as limited as it may be, into a framework that gives a range of alternatives that may prove useful when formulating a policy for the United States.

CONCLUSIONS

We categorize the results of the survey under two major headings: (1) those countries with conscription, and (2) those countries with all volunteer forces.

We found that conscription was a major factor in the formulation of a nation's approach to homosexuals in the military. Once a nation establishes a conscription based defense structure, it must by necessity eliminate obvious methods for individuals to avoid service. We found that each, in their own way, has developed a means for coping with homosexuals in the military that is consistent with societal views of homosexuality.

CONSCRIPTION BASED SYSTEMS

Under the heading of conscription based systems, we would group nations in three additional categories based on societal views of homosexuality:

(1) Homosexual Status Accepted by Society. The societies within these nations tend to have a liberal view of sex in general. Accordingly, the conscripted military reflects a tolerance for alternative lifestyles. Gays are allowed to serve openly. They consider sex or sexual orientation to be a private matter that is not to be regulated. While homosexual status alone is unoffensive, nations in this category do not tolerate misconduct or publicly embarrassing/offensive behavior. The level of tolerance for homosexual behavior varies from country to country.

(2) Homosexual Status Not Accepted by Society. Societies within these nations, while in some cases officially tolerant of homosexuals, in fact continue to display a strong prejudice against homosexuals on a personal basis. The official position of most is to avoid the question. The necessities of a conscripted force requires the military to be officially tolerant of gays, but unofficially the system works to minimize the presence of homosexuals. For example, nations in this category find covert ways to ensure that gays in the career force are minimized and those conscripted stay in the closet, or are separated or moved to other government positions to serve out the remainder of their obligation. Invariably, gays that desire to serve remain in the closet, often because they would not be tolerated by their fellow service members, just as they are not tolerated by society as a whole.

(3) Strong Societal Prohibitions to Homosexuality. The societies within these nations are intolerant of homosexuality as a lifestyle. These strongly held attitudes carry over to the military environment. Most often these nations deal with the issue by denying the existence of any problem. Other nations in this category establish extraordinary procedures to avoid conscripting and retaining homosexuals.

ALL VOLUNTEER FORCES

With the exception of Japan, nations with volunteer forces have cultural ties with Great Britain. It appears that these nations are dealing with a similar fundamental problem of reconciling the rights and freedoms historically linked to the British attitude toward individuality with the historical prohibition against homosexuality steeped in British law. It also appears that each of these nations is at a different point on an evolutionary scale of transition toward a society more tolerant of homosexuality. Japan appears to be the odd man out because they arrived at an all volunteer force mandated by a national attitude against violence that emerged from World War II. It could be argued that the other nations in this category opted for volunteer forces because of the same British principles of individuality that is causing the vigorous debate on homosexuals in the military that we are experiencing today.

SURVEY RESULTS

The results of the survey by nation are listed according to the framework outlined above. Those nations where there was insufficient information to make a judgement concerning placement in the framework are listed separately with the information that is available.

CONSCRIPTION BASED SYSTEMS

HOMOSEXUAL STATUS ACCEPTED BY SOCIETY

Denmark	The nation is very relaxed on the question of homosexuality and sex in general. Gays are part of Danish society and are allowed to serve openly in the military. Standards of conduct are the same for gays and straights in the military, and there are no restrictions to their service. Everyone remains private about their sexual habits. Heterosexuals do not get upset when required to be billeted with homosexuals, and are not disturbed by homosexuals who show limited public displays of affection.
Norway	Societal attitudes are similar to those in Denmark. However, the military appears to have a greater awareness and concern about public image. Behavior subject to public criticism, such as excessive public displays of affection by either homosexuals or heterosexuals, is quickly addressed by leadership. Also, it appears that sexual advances from homosexuals to heterosexuals would meet with resistance that would prove to be self policing within the force.
Sweden	Attitudes within society are similar to those in Denmark. However, a young recruit has the option to step forward during initial training and speak to a doctor about his homosexuality in confidence. The doctor then makes a judgement as to whether the individual should be retained or allowed to leave. The Swedes are far less tolerant of public affection, as holding hands and kissing in public is considered misconduct. Conscripted troops generally remain very private, although there are many examples of homosexual officers and enlisted personnel who serve openly.

HOMOSEXUAL STATUS NOT ACCEPTED BY SOCIETY

Austria	They usually do not ask the question on sexual orientation unless it is suspected that a person is gay. Once they know a person is gay, they quietly separate them from their military combat unit and place them in an office environment (if possible) outside the military. However, if the gay person does not want to be separated, they will put them in an office setting within the military. It is difficult to tell if an individual is gay during the six month conscription period because they normally stay in the closet while they complete their time. The Austrians do not talk candidly about the issue because there is no legal basis for their actions.

The military keeps all of their actions away from the public and any action taken against gays is done quietly and discreetly.

Belgium

The military does not ask the question of new recruits. Conscripts cannot escape service based on homosexuality unless there is significant psychopathology. Homosexuality is never an issue. If they behave and do their job they can serve. The penal code does not prohibit homosexual behavior. However, no homosexual behavior in any form is tolerated on base or in the barracks, and homosexuals do not come out of the closet. It would appear that prejudice against homosexuals within the force, and very likely society, is sufficient to prevent homosexuals from being comfortable in the open. If a career individual is found to be a homosexual, measures may be taken to limit access to classified documents, restrict assignment to certain tasks and units, and remove medical qualification for some duties.

France

There is no official ban on homosexuals. The problem is focused on homosexual males rather than females. Prior to 1980 most homosexuals were excluded from service for medical reasons. In 1980, the medical community determined homosexuality to be normal. The major problem for commanders is protecting known homosexuals. Misconduct, either by heterosexuals or homosexuals is punished, but due to attitudes within the force, homosexuals stay in the closet and incidents do not occur. Once a homosexual is known, trouble is inevitable and it is unlikely he will remain in the service. The military is actively resisting increased tolerance of the homosexual lifestyle.

Germany

The Germans distinguish between draftees and volunteers. Volunteers are their career force and the rules vary for the two groups. The German military is considered a male society and they do not accept women. Gays in the military has never been a big issue in Germany. Normally gays don't come out of the closet because they are not considered to be normal by German Society. If an individual does declare himself gay, he is administratively separated with an honorable discharge. If he is a conscript, then he must complete his term in a civilian environment serving the country in some capacity outside the military. If the individual is a volunteer or career member, they are stripped of their security clearance which in effect limits their assignability as well as their career. Their living arrangements are restricted because of

their limited assignment possibilities, but they are not separated. There is a different standard of conduct used for gays. Any type of public homosexual behavior is not tolerated. Off duty behavior that does not conflict with military laws is not checked.

Israel — There is no ban on homosexuals in the military. There are few cases of acknowledged homosexuality among the 18 year old conscripts who are often vying for prized assignments to launch civilian careers and impress family members. Generally speaking, acknowledged homosexuals in the military are more frequently found among older career and reserve soldiers who feel more secure in being open about their homosexuality. This reflects attitudes within society as a whole where acceptance of homosexuality is limited. The representative in the embassy emphasized that the military approaches homosexuals on a case by case basis. There are cases of homosexuals in the career force that have been very successful, but generally, avowed homosexuals experience some form of career restriction.

Netherlands — In 1988, the Dutch government established a policy that homosexuals should be allowed to serve openly without impairment to their careers. A council was empowered at that time to supervise the full integration of homosexuals, and to oversee education efforts to overcome discrimination and prejudice, to include placing counsellors on combat vessels to resolve questions. Despite this aggressive program, the homosexuals in the Dutch military have not come out of the closet. To the distress of the Dutch government, prejudice against gays on a personal level within the force prevents gays from serving openly.

STRONG SOCIETAL PROHIBITIONS TO HOMOSEXUALITY

Algeria, Chile, Turkey

All three of the above countries have societies with strong prejudices against homosexuality and accordingly bar homosexuals from serving. All deny they have a problem, and in fact, deny they have homosexuals in the military.

Portugal — Homosexuals are prohibited from serving by regulation. They may be drafted or volunteer, but are discharged as soon as they are identified. To protect the integrity of the conscription system, they require individuals who claim to be gay to certify such in writing and to produce their gay lover.

ALL VOLUNTEER FORCES

NATIONS THAT DO NOT PROHIBIT HOMOSEXUALS FROM SERVING

Australia — As of November 1992, the Australian armed forces is open to homosexuals. This resulted after a hotly contested debate within the government at the cabinet level. The final decision to end discrimination was prompted in part by the determination of President-elect Clinton to lift the ban and by a similar decision in October by Canada. Gays now serve in Australia with no "official" restrictions. However, overt homosexual behavior is still not tolerated. This appears to be easily enforceable in the tightly controlled initial training environment, but the exact conditions that will prevail in the career force is yet to be determined. They have published regulations which outline improper behavior for all personnel, heterosexual as well as homosexual, but the precise rules dealing with homosexuals is not clearly stated. What is clear is that the prime responsibility for execution of the policy rests with the individual commanding officers. The commanding officers will be allowed to use their judgement in a consistent and compassionate manner so long as their actions satisfy the legal obligations of the newly issued statement lifting the ban on homosexual service.

Canada — On October 28, 1992, following a decision by the Federal Court of Canada that morning, General John de Chastelain announced that "Canadians, regardless of sexual orientation, will now be able to serve their country in the Canadian forces without restriction." The Canadian Forces were very resistant to changing the policy. Court decisions supporting nondiscrimination for sexual orientation caused them to rethink the policy in 1991. Only intervention by politicians prevented a change at that time. As is the case with the Australians, the precise procedures for dealing with homosexual behavior are still unclear, although large numbers of homosexuals are not expected to come out of the closet. There will be regulation changes to implement the removal of the ban against homosexuals.

Japan — There is no policy in Japan to prohibit homosexuals in the military. However, according to their embassy, they have never had a case of a homosexual joining the military. They concluded that the military lifestyle is not popular for homosexuals, therefore, there is no inclination for them to join. They do not ask the question on

homosexuality when people enter, and since they have never had the problem of gays in the military, the embassy spokesman said they had no data base. He also stated that he had never heard of the problem in his 15 years in the military. He acknowledges that it would be a tough problem if they were confronted with the issue.

NATIONS THAT PROHIBIT HOMOSEXUALS FROM SERVING

GREAT BRITAIN Homosexuals cannot serve openly in the British All Volunteer Force, and there is no provision for a waiver of the policy. If gays are discovered they are administratively separated with an honorable discharge. If misconduct is involved, they may be charged with a criminal offense under the Armed Forces Act.

The policy on homosexuals is based on the current attitudes of British Society at large. Gays in the military is not an issue with which the British public wishes to contend. When people are recruited, the military feels obligated to the parents to protect their children from any element that may endanger their health or well being. It is particularly important in the Navy because they take in young men who are 17 years old and still wrestling with their own sexuality. If gays were allowed to serve openly, there is the fear that after long periods at sea, they would persuade these young men to participate in homosexual acts.

About six months ago the British decriminalized homosexuality. Gays are no longer separated with a criminal record. Personnel are now administratively separated with an honorable discharge. However, if misconduct is involved, they could be prosecuted under a separate law.

They were very open about the subject and felt very strongly that they have a sound basis for their policy. They feel very strongly about protecting the silent majority, heterosexuals, and they take disciplinary action for any inappropriate behavior that violates their Armed Forces Act. This includes senior personnel who use their power, position or authority to solicit sexual favors whether they are homosexual or heterosexual.

New Zealand The Armed Forces Discipline Act prohibits service by homosexuals, however, they are not actively pursued, and when identified, they are honorably discharged. Although society has been more receptive to the homosexual lifestyle, the

military culture remains opposed. Recently, the issue has been debated in Parliament where the Defence Minister has suggested that because no one is asked a question about sexual orientation, gays are able to successfully serve. The gay community in New Zealand is upset that the Minister's comments are inconsistent with the regulations and the reality that gays are separated based on status alone. The embassy official we spoke with felt that the issue was far from resolved and could change on short notice.

OTHER NATIONS

Italy	Italy does not consider homosexuality to be a problem in the armed forces. According to the Ministry of Defense, there is no discrimination in military service based on sexual preference. Defense Ministry officials have commented that known homosexuals would not normally be required to do military service, especially if the individual displays emotional problems which can be substantiated by medical authorities.
Spain	The Spanish constitution recognizes the equality of all individuals before the law without the discrimination of birth, race, sex, religion, or any other condition, personal or social circumstances. Therefore, homosexuals are considered in all respects the same way as heterosexuals as far as rights and duties are concerned. Homosexuals, as such, are not barred from service. Sexual acts between soldiers on duty inside barracks are illegal.
Greece	Excludes homosexuals from serving in the military.
Columbia	Excludes homosexuals from serving in the military, and will patrol known homosexual establishments to look for service members.
Peru	Excludes homosexuals from serving in the military, despite homosexual acts being legal between consenting adults.
Venezuela	Excludes homosexuals from serving in the military, despite homosexual acts being legal between consenting adults.
Northern Ireland	Excludes homosexuals from serving in the military, despite homosexual acts being legal between consenting adults.
Brazil	Does not outlaw homosexual acts outside the military, but criminalizes "indecent acts, homosexual or not" between soldiers.
Finland	Has no special rules or regulations concerning homosexuals within the armed forces. However, if an individual's behavior becomes disturbing to fellow servicemen, the individual will be relieved from service during peacetime. The decision to relieve is made by military authorities and is based on a medical statement.

Luxembourg	Has no legal provision that prevents homosexuals from serving in the military.
South Africa	Does not question draftees and permanent forces about their sexuality. But recruits who appear to be flagrantly homosexual may undergo a psychological examination and may be dismissed.
Soviet Union	(Information may be dated) Provides, under article 121 of the Soviet criminal code (which applies equally to the military and civilians), that sexual relations of a man with another man shall be punished by deprivation of freedom for a term not exceeding five years.

R E S U M E

Anthony D. Ribera	Appointed November 9, 1992
Date of Birth:	January 25, 1945
Place of Birth:	San Francisco, CA
Occupation:	24 Years Police Experience San Francisco Police Department

EDUCATION:

1987	Ph.D., Public Administration Golden Gate University
1975	M.P.A., Justice Administration Golden Gate University
1974	B.A., Justice Administration Golden Gate University

EXPERIENCE:

Captain	1991 - 1992 Fiscal Division, Commanding Officer Mission Station, Commanding Officer
Lieutenant	1984 - 1991 Southern Station Investigations Management Control Fiscal Division
Sergeant	1972 - 1984 Southern Station Central Station Potrero Station Taraval Station Planning & Research Police Academy
Patrol Officer	1968 - 1969 Mission Station Taraval Station City Prison

ACTIVITIES:

1991 to 1992	Department Representative to the Labor Contract Negotiation Process with the Police Officers' Association
1988 to Present	Department Liaison to Jail Overcrowding Task Force
1977 to 1979	Department Representative to the Mayor's Disaster Preparedness Council
1976	Member, Chief's Committee for the Creation and Implementation of a Field Training Officer Program.
1974 to Present	Adjunct Professor of Criminology, City College
1966 to 1968	Specialist, U.S. Army Military Police, Viet Nam

I am Tony Ribera, Chief of Police of San Francisco. I am a twenty-five (25) year veteran of the Department and have served as Chief for six (6) months. My wife and I live in San Francisco where our three (3) children go to school. I am active in my church and coach youth baseball. In 1987, I was fortunate enough to receive my Ph.D. in Public Administration from Golden Gate University. I also had the opportunity to proudly serve as an enlisted man in the United States Army in Vietnam from 1967 to 1968. I respectfully come before you today, not as a political advocate, **but as somebody who simply wants to state the truth as I know it.**

San Francisco is a city of approximately **725,000**. It has been estimated that **10 to 20 percent** of that population is gay or lesbian. In 1979, **the Police Department decided that we could not truly represent the community we serve and continue to exclude gays and lesbians from the Department.** We hired our first gay officer that year. Currently, we estimate that approximately **85** of our 1830 members are gays or lesbians.

As a Sergeant in the Training Division in 1979, I was apprehensive about hiring gays. I guess I believed many of the stereotypes we still see in the media and hear in society at large.

In 1983, I was promoted Lieutenant. My new assignment was as the Platoon Commander on a watch where approximately **25** of 65 officers assigned were gays or lesbians. I commanded that platoon for almost five (5) years. During that period we were far and above the most productive in all measurable categories of performance among the Department's 27 patrol platoons. I would also add that during that five year period, there was not a single incident of unprofessional conduct by the gay and lesbian officers working for me.

Currently, **three (3)** lesbians have achieved the rank of Lieutenant in our Department. **Thirteen (13)** gays and lesbians have achieved the rank of Sergeant/Inspector. During the past five (5) years, **twelve (12)** of them have been awarded Medals of Valor for outstanding bravery. They have truly gained the respect of their fellow officers and the community **not because of their sexual orientation, but because of their performance.** While our Department has extensive diversity training and orders ensuring gays and lesbians fair treatment in the work place, such problems have been minimal.

While my two (2) year military experience certainly does not qualify me to address all the concerns before this committee. I do, however, feel morally compelled to acknowledge police officers who have given me and our Department quality performance and loyalty. Thank you for this opportunity.

GREGORY M. DEAN
DEPUTY CHIEF, SEATTLE FIRE DEPARTMENT

Gregory M. Dean is 23-year veteran of the Seattle Fire Department. In 1990, he was appointed to the rank of Deputy Chief of Personnel by Fire Chief Claude Harris.

A native of Seattle, Washington, he attended college on an athletic scholarship prior to entering the Department.

In March, 1970, Chief Dean entered the Department and worked in the downtown and central areas of the City. Upon promotion to Lieutenant in January of 1988, he worked in downtown Seattle and spent an extensive amount of time at the training academy training recruit Fire Fighters.

In August of 1981, he was promoted to Captain and supervised the industrial area of the City. With his experience on engine and ladder companies, he was given Acting Battalion Chief responsibilities in early 1982.

Shortly after his appointment to Battalion Chief in January of 1986, Chief Dean was asked to become the Assistant Fire Marshal. There he was responsible for fire prevention and special inspections. He was the Acting Fire Marshal for six months prior to returning to the Operations Division.

In November of 1989, Chief Dean was selected to be the Deputy Chief of Support Services. His responsibilities included purchasing all equipment for the Department as well as maintaining of all their facilities. Chief Dean was also assigned as the uniformed representative on the Department's budget.

As Chief of Personnel, his managerial responsibilities for 1,025 employees grew in complexity. At the same time he was asked to continue his involvement in the Department budget.

Chief Dean resides near Madison Park in Seattle. He has a five year old daughter named Morgan.

FOR MORE INFORMATION:
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301 Second Avenue South
Seattle, WA 98104-2680
206/386-1463

SEATTLE FIRE DEPARTMENT

The Seattle Fire Department is a para-military organization. The Department serves a resident population of approximately 500,000 which rises to 1.5 million during the day. The Department employs 974 uniformed personnel and 51 civilians, organized into three program categories: Administration, Operations, and Fire Prevention. Approximately 86% of the Department's total budget and 901 of its 974 uniformed positions (92%) are dedicated to direct delivery of fire suppression and emergency medical services support.

In the mid-1970s, the City had policies in place that did not allow discrimination. In 1980, the City of Seattle passed an ordinance regarding fair employment practices which stated in Chapter 14.04.020 (A):

> *It is declared to be the policy of the City, in the exercise of its police powers for the protection of the public health, safety, and general welfare, and for the maintenance of peace and good government, to assure equal opportunity to all persons free from restrictions because of race, color, sex, marital status, sexual orientation, political ideology, age, creed religion, ancestry, national origin, or the presence of any sensory, mental or physical handicap. The role of the Human Rights Department is to enforce the provisions of this chapter in furtherance of this policy.*

The policy does not allow us to discriminate against a person for sexual orientation. This is not an issue since we do not ask an applicant their sexual orientation. Overall, a person's sexual orientation has not been an issue, there have been some individual situations which have been resolved on a case-by-case basis.

There have been no major problems such as Fire Fighters refusing to work with someone because of their sexual orientation. Individuals and spouses of Fire Fighters have had personal issues but these types of situations were encountered when minorities and women came into the workplace.

One Fire Fighter has had a sex change operation and continues to work in the same company. Meetings were held with the crew to inform them what was happening. Initially, there were a few incidents but because the individual can accomplish the job, those problems have diminished.

Last year when a group of Fire Fighters requested use of Department equipment in the upcoming Lesbian and Gay Pride Parade there was an uproar from the christian Fire Fighters. The Department decided to allow equipment to be used in this parade as it has in other parades staffed by volunteers.

A recent article in the Fire Fighters newsletter had an announcement that the Department will be represented in the Lesbian and Gay Pride Parade. This is different from last year when this was not known to the Department since we don't advertise when we receive requests from members to participate in parades. They requested that their friends and supporters join them as they became visible to themselves, to the Community, and to fellow Fire Fighters.

The Department has responded to a changing workforce by enforcement of the City's policy on non-discrimination by notifying members what their responsibilities and conduct should entail. Continued training in cultural diversity and sexual harassment has given additional tools to personnel in understanding each other's differences. In addition, as stations are remodeled there has been a move to provide individual cubicles for members to provide additional space. Some of this is possible as we have recognized a downsizing in our workforce as well as the need to provide privacy as we have men and women working side by side.

The Seattle Fire Department is still viewed as one of the leaders in the fire service. A recent move to change the way that we deliver our Medic One service met strong opposition from City residents as well as the County. The recent arrest of a serial arsonist has renewed interest in our Fire Investigation Unit. Our Fire Fighter accountability system is being adopted nationwide by other fire departments.

We have continued to have a strong interest in persons interested in becoming Seattle Fire Fighters. The last entrance examination had over 2,500 candidates take the entrance examination with 800 successful candidates. This is for approximately 60 positions for the year that the list is certified.

Testimony before the House Armed Services Committee

May 5, 1993

Witness: Edward A. Striedinger

Mr. Chairman; Members of the Committee:

My name is Edward Striedinger. I am a Sergeant with the Seattle Police Department, where I have been employed since 1979. I am also the elected President of the Seattle Police Officers' Guild, the union representing all police officers and sergeants on the department.

As you'll notice from the biography previously submitted, my background includes active service in the United States Army and current service in the United States Coast Guard Reserve.

While my comments today are based on my experience in these capacities, it is important that I point out that I am here as an individual. I am not speaking as an official voice of the Seattle Police Department, the Seattle Police Officers' Guild or on behalf of any branch of the Armed Forces.

My intent is to discuss the issue before this committee from a practical viewpoint rather than one of ideology or emotion.

It has been suggested that since gays and lesbians have been serving in local police departments that it should work for the military as well.

I believe this is a highly flawed assumption.

I am aware that of the over 1,200 men and women who are on the Seattle Police Department some could accurately be described as gay or lesbian.

My belief of this is based on the knowledge that we have a very vocal and active gay/lesbian faction in Seattle. Since the makeup of the police department is generally representative of the community demographics, this belief is likely to be true.

With one exception, gays or lesbians do not serve openly. The police department does not keep statistics as to sexual preference. In fact, the department would violate both state and federal laws by asking or by retaining such data.

The department has targeted gay/lesbian groups through "job fair" booths and by advertising in publications that generally cater to this group of people. The results of such targeting cannot be determined.

The decision to conduct this form of recruiting campaign is one that was made at the political level. The stated reasoning for this was the perception that the gay/lesbian community was being served by the police department at a level that was less than adequate.

In that respect, if there had truly been a lack of service to members of the targeted community, than the decision to hire officers based on their sexuality might be considered operational rather than political.

My experience has been that the officers of the Seattle Police Department have always maintained a standard of service above reproach, regardless of the characteristics of the persons involved in any particular incident.

That being the case, I believe the policy adopted by our local leadership was based solely on the traditional liberal agenda which guides our elected officials.

Since this policy of targeted recruiting has been adopted we have had to deal with some unique issues. Although no special measures have been taken for the accommodation of these officers, there have been requests relating to this issue.

In my capacity of Guild President, I have been asked to negotiate for separate locker rooms. These requests have come from female officers who have complained about unwanted advances from other females.

At least one woman has told me that she would feel more comfortable changing clothes in the men's locker room than continue to experience this situation.

None of the women making these complaints were willing to come forward on an official basis, citing fear of reprisals. Rather than confront the issue, most choose to simply arrive at work in uniform making the situation avoidable.

As stated earlier, gay or lesbian officers do not openly announce their practice. This is a matter of choice as opposed to any kind of rule or regulation. There is nothing to prevent an announcement of this sort unless done in such a manner or fashion that would tend to bring discredit on the department.

Generally speaking, aside from the political aspects, the issue of gays/lesbians on the Seattle Police Department has been a non-issue. It would be erroneous to describe our experience as either successful or not successful.

For the sake of this discussion, let's say it does work in Seattle.

There is no reason to believe that the same results would occur in the next state over or for that matter, in any other city in our own state.

As with any social issue, it must be judged on community standards. What works well in Seattle probably won't go over as well in Sioux Falls.

This brings us to what I feel is the crux of the issue as far as the military.

While the Seattle Police Department might employ officers from all parts of the Puget Sound area, we don't have many employees commuting from Sioux Falls.

Probably the most relevant difference between these fields is in the living arrangements.

No matter how closely police officers work, at the end of watch, they go home. They do not live in the same barracks, shower in open facilities or sleep in tiered bunks.

Another important difference is the age of those involved. Men and women enter the military at an age that requires a great deal of structure. Most are still struggling with the process of maturation. To expect these people to readily accept lifestyles contrary to their own community standards would be unrealistic.

Police officers, normally entering a career at a later stage of development and maturity, would be far more tolerant of these differences.

The mission of our armed forces is vital. Decisions as to policy must be made from a standpoint of mission readiness. The military is often unfair. Fairness however is not necessarily a desirable component of mission readiness. We cannot afford to create a situation where solders can decide if they feel the orders they are to carry out are fair.

The military is not an appropriate venue for social experimentation.

The policy decision being debated by this committee is sure to breed contempt regardless of your final recommendation.

I urge you to make that decision based on the operational needs of the armed forces. Above all, we must remain focused on the mission before us: The defense of this nation.

Dr. William J. Gregor, LTC, USA Ret.
3930 Hillside Drive
Ypsilanti, MI 48197
(313) 434-7932

CURRICULUM VITAE

EDUCATION: Ph'D, Political Science, Yale University, 1980
MPhil, Political Science, Yale University, 1974
BS, General Engineering, US Military Academy, 1969
Armor Officer Basic Course, Ft. Knox , KY, 1970
Armor Officer Advanced Course, Ft. Knox, KY, 1975
Command and General Staff Course, Ft. Leavenworth, KS, 1982

HONORS: Distinguished Graduate, US Military Academy, 1969
Distinguished Graduate, Armor Officer Basic Course
Commandant's List, Armor Officer Advanced Course
Graduate with Honors, Command & General Staff Course
National Finalist, White House Fellowship, 1982
Regional Finalist, White House Fellowship, 1984
Phi Kappa Phi, 1978.
Bronze Star Medal, Defense Meritorious Service Medal, Meritorious Service Medal (2 Awards), Army Commendation Medal (4 awards), National Defense Service Medal (2 awards), Army Service Ribbon, Army Overseas Ribbon, Vietnam Service Medal, Vietnam Campaign Medal, Vietnam Staff Service Medal(1st Cl), Combat Infantryman's Badge, Parachutist Badge, Ranger Tab.

PUBLICATIONS:

William J. Gregor, "The Political Problem of the Peoples Army," Military Review (Leavenworth, KS: US Army Command and General Staff College, April 1975).

Co-author, Amos A. Jordan, William J. Taylor, Jr. and Associates, American National Security: Policy and Process, (Baltimore: The John Hopkins University Press, 1981).

William J. Gregor, "Women, Combat, and the Draft," in Eric T. Olson and Richard Schrader, ed. Defense Manpower Planning: Issues for the 1980's, (Elmsford, NY: Pergammon Press, 1981).

CONFERENCE PAPERS:

William J. Gregor, "The Army Cannot be Neutral: Military Professionalism and Political Reliability in the People's Liberation Army." Conference on the Role of the Military in Communist Societies, Air University, Maxwell Air Force Base, Alabama, November 23-24, 1975.

William J. Gregor, "The Leader as a Subordinate: A Concern for Process," Inter-University Seminar on Armed Forces and Society, Regional Conference, Naval Post Graduate School, Monterey, California, May 1979.

UNPUBLISHED STUDIES:

William J. Gregor, "Arming Women: A Military Professional's Advice," a critical analysis of the proposal to open positions in the ground combat arms to women, presented to the Presidential Commission on the Assignment of Women in the Military, September 1992.

Doctoral Dissertation, The Leader as a Subordinate: The Politics and Performance of Unit Commanders in the United States Army, 1980.

Researcher and Contributor to "Research Report on Reserve Accession and Retention," prepared for Mr. Harold W. Chase, Deputy Assistant Secretary of Defense, Manpower, Reserve Affairs and Logistics, 21 November 1979.

TEACHING EXPERIENCE:

Present — Instructor, American Government, Mott Community College, Flint, MI. (Part Time)

1988-1992 — Chair, Army Officer Education Program, University of Michigan, Ann Arbor, MI

1977-1981 — Assistant Professor of Political Science, Department of Social Sciences, US Military Academy, West Point, NY.

NATIONAL GOVERNMENTAL EXPERIENCE:

1984-1988

Strategic Planner, Strategy Division, Strategic Plans and Policy Directorate, J-5, Organization of the Joint Chiefs of Staff, Pentagon, Washington, DC

- Formulated and articulated US military strategy and national security policy for presentation to the Joint Chiefs of Staff, Secretary of Defense, and National Security Council.

- Wrote and staffed the Joint Strategic Planning Document, the Supporting Analysis, the Defense Guidance strategy section, the JCS position and response to national security decision memoranda on national security policy.

- Advised the JCS and implemented changes to the strategic planning system caused by the Packard Commission Report and the Defense Reorganization Act of 1986.

OTHER MILITARY EXPERIENCE:

1970 — Platoon Leader of a tank company in an armored cavalry regiment.

1970-71 — Platoon Leader of a mechanized infantry, and an armored cavalry platoon in the Republic of Vietnam.

1971-72 — Assistant Personnel Officer, G-1, 1st Infantry Div.

1975-76 — Battalion Adjutant, S1, 2nd Battalion 63rd Armor, Ft. Riley, KS

1982-83 — Operations Officer, G-3, 1st Infantry Div., Germany

1983-84 — Battalion Operations Officer and Executive Officer, 2nd Battalion 37th Armor, 1st Inf. Div. Fwd., Germany.

PROFESSIONAL SOCIETIES:

Inter-University Seminar on the Armed Forces and Society.
Phi Kappa Phi
US Armor Association

PERSONAL SKETCH

LTC William J. Gregor, USA Ret., was born in Chicago in October 1947. He was educated in the public elementary schools of Chicago and Evergreen Park, Illinois and graduated from Evergreen Park High School in June 1965. From July 1965 until June 1969, he was a cadet at the US. Military Academy, graduating number 8 in a class of 800. After commissioning he attended Airborne, Ranger, and Armor Officer Basic courses before his initial assignment as a tank platoon leader at Ft. Lewis, Washington. In August 1970 he deployed to Vietnam where he served as a rifle platoon leader in the 25th Infantry Division and as a cavalry platoon leader and squadron intelligence officer in the 1st Squadron 10th Cavalry. Upon his return in 1971, he served as an assistant personnel officer at Ft. Riley until entering the Yale Graduate School. At Yale, he studied American and Comparative Politics and International Relations; earning an MA and MPhil in Political Science in May 1974. In 1974, he attended the Armor Officer Advanced Course prior to being again posted to Ft. Riley were he served as battalion adjutant and commander of Headquarters Company, 2nd Battalion 63rd Armor. From 1977 until 1981, LTC Gregor served as an instructor and assistant professor in the Department of Social Sciences at the US. Military Academy. While teaching, he completed his doctoral dissertation and was awarded his Ph'D in Political Science in May 1980. Following that assignment he attended the Command and General Staff College at Ft. Leavenworth. He graduated with honors and was selected as a national finalist in the 1982-83 White House Fellowship Competition. From July 1982 to July 1984 LTC Gregor served with the 1st Infantry Division Forward in the Federal Republic of Germany. While there he held the positions of division forward operations officer and operations officer and executive officer of the 2d Battalion 37th Armor. He returned to the United States in August 1984 and was assigned as a strategic planner in the Strategic Plans and Policy Directorate of the Organization of the Joint Chiefs of Staff. As a strategic planner he was responsible for preparing all mid-term strategic planning documents. He was the Joint Staff author of the Joint Strategic Planning Document and supporting analysis, and the Joint Staff's principal working group representative for the preparation on the Defense Guidance and the President's basic national security strategy. Additionally, he played a major role in implementing the changes in strategic planning resulting from the Packard Commission Report and the Defense Reorganization Act of 1986. In 1988 he was selected to serve as the Professor of Military Science at the University of Michigan. In addition to directing the Army ROTC program, he taught military law, civil-military relations, and military history. He is an active member of the Inter-University Seminar on Armed Forces and Society and has published articles on military and national security policy. On September 1, 1992, LTC Gregor retired from the U.S. Army. Dr. Gregor testified before the Presidential Commission on the Assignment of Women in the Armed Forces providing data on the physical performance of women in the Army ROTC program. He is currently a part-time instructor of American Government at Mott Community College in Flint, Michigan and is seeking a permanent position teaching political science at a civilian college or university.

STATEMENT

of

Dr. William J. Gregor
Lieutenant Colonel, US Army Retired

before

The Committee on Armed Services

U.S. House of Representatives

May 5, 1993

Mr. Chairman, members of the committee. I am honored to have the opportunity to discuss with you the expected costs associated with ending the current exclusion of homosexuals from the military. The fundamental issue before the committee is how to balance the needs of individuals with the requirements of a military organization. Any accommodation to protect private sexual behavior will be accomplished at the expense of existing organizational norms and American military principles. Some approaches, however, will be more costly than others. The organizational costs will be high because the change is not driven by military operational and manpower needs, but by domestic political concerns. I want to use the limited time available to me to explore what I believe will be the most costly approach.

I want to consider the case in which no effort is made to identify homosexuals prior to enlistment; consensual sodomy and other homosexual acts are permitted; and an effort is made to compensate for these changes through the promulgation of additional detailed fraternization rules and the introduction of "sensitivity" training. This case gives maximum discretion to individual homosexual behavior. Such a case will be damaging to the military because several American military principles will be undermined.

One. Historically, military commanders have been held responsible for creating an order that prevents incidents. In part this is accomplished by thoroughly screening incoming soldiers and by structuring barracks life to prevent conditions that are likely to lead to disorder. Failure to screen incoming soldiers means homosexuals will not be identified and special efforts by the command to ensure their safety or accommodate other needs will be hindered. On the other hand, some soldiers can be expected to seek out and identify the homosexual in their midst. These incidents are likely to be infrequent, but the commander will have few ways to prevent their occurrence. Similarly, the military will admit that portion of the homosexual population that does

make open propositions and openly exhibits their desires and interests. Data suggests that that population is not particularly large, but incidents can be expected. Moreover, if the commander is precluded from separating heterosexuals and homosexuals in compromising situations(e.g., the latrines, barracks rooms, etc.) the commander is likely to be perceived as relinquishing his duty to protect members of his command and soldiers will gain an arguable right to protect themselves.

Two. Other efforts to accommodate the individual homosexual's desire for anonymity will interfere with the commander's ability to ensure the health and welfare of the command. For example, maintaining integrity of the blood supply will be more difficult. The Red Cross currently asks all male blood donors whether they have had sex with another male since 1977 and tells them not to donate blood. Normally, in the military such a fact would be noted in the soldier's medical record. Presumably, the military would be barred from asking that question or the answer would be kept from the commander. In the same vane, if a soldier appeared for treatment of a sexually transmitted disease the military would no longer to able to ask how or with whom it was contracted, thus, inhibiting the command's ability to control the spread of disease within the force.

Three. American military experience clearly shows discipline declines when soldiers are indifferent to the behavior of their comrades. The key to good discipline is the active participation of the individual soldier and the noncommissioned officer. They ensure discipline by observing the behavior and moods of their comrades. Whenever a soldier's behavior departs from the norms of the group, it is cause for concern. They are also obligated to report all infractions, and the commander in turn is obligated to investigate all reports. The operation of the system depends on objectively defining criminal behavior so they can be on the watch to guard against incidents. Tolerating

sodomy and indecent acts means soldiers are to ignore these acts. Soldiers would not be obliged to stop conduct if they believed the participants were willing. Under such conditions soldiers will simply ignore the behavior of their comrades. In that disciplinary climate, any interest in a soldier's behavior would be seen as an intrusion into his privacy. The burden of maintaining order would fall on the commander alone.

Lastly, if the commander abandons or is prohibited from taking an active interest in the behavior, safety, and well-being of all his troops, the commander would cease to be the unit leader and instead become an impersonal taskmaster. Group "sensitivity" sessions held to teach the majority that their personal or religious values are wrongheaded will convince the unit that the commander does not share their basic values. Currently, the command relies on the religious and moral beliefs that recruits bring with them to support acceptance of military rules and regulations. Sensitivity sessions directed at undermining those beliefs will not persuade American soldiers. The American soldier has an invincible distaste for indoctrination. He likes to make his own judgments. The best that can be expected is that the soldiers will ignore each other. The commander will come to represent the organization, an impersonal authority. Soldiers may continue to do what they are told, but it is unlikely they will show any willingness to act on their own.

Is this a fair assessment? I think it is because the developing situation regarding homosexuals is precisely the situation that existed for the military in and after Vietnam. Then the issue was drug abuse. Academic gurus extolled the virtues of drugs and argued that drug use was a private matter. Drug testing was seen as violating fourth amendment protection against unreasonable searches. Legal authorities prevented searches, blood tests, and prosecutions except in very particular instances. For a time courts ruled that drug use off post was not subject to military jurisdiction. Soldiers

became indifferent to the behavior of their comrades. They did not report offenders. Groups formed around private agendas and the soldiers did not identify with their squad or their unit. Commanders were criticized for being interested only in their careers and for not caring for their troops or sharing their burdens. Civilian regard for the armed forces fell.

The bottom line is that within effective fighting units, all soldiers must cede to the commander their personal independence and entrust their lives to him. In contrast to this, the demands of the homosexual activist community are focused on providing a maximum of individual freedom to a very select, small group. If homosexuals are to be admitted to the military they too must cede their personal independence and entrust their lives to their commander. All soldiers must submit to the established discipline, not a discipline fashioned to their liking.

In my professional judgment, the scenario I have described -- providing maximum discretion to the homosexual individual -- is consistent with the demands of the homosexual community. The price of meeting these demands is unacceptable. It places the individual's personal needs above the collective needs of the organization. It places the happiness of a small group above the welfare of the force. It destroys the very basis of command authority and cohesion.

HOUSE ARMED SERVICES COMMITTEE

WEDNESDAY, MAY 5, 1993 - 10:00

AGENDA

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Markup of following legislation:

H.R. 1040 - To amend title 10, United States Code, to revise and standardize the provisions of law relating to appointment, promotion, and separation of commissioned officers of the reserve components of the Armed Forces, to consolidate in a new subtitle the provisions of law relating to the reserve components, and for other purposes.

H.R. 194 - To withdraw and reserve certain public lands and minerals within the State of Colorado for military uses, and for other purposes.

H.R. 1378 - To amend title 10, United States Code, with respect to applicability of qualification requirements for certain acquisition positions in the Department of Defense.

Hearing on the policy implications of lifting the ban on homosexuals in the military

Witnesses

Panel:

Chief Anthony Ribera
San Francisco Police Department

Deputy Chief Gregory M. Dean
Chief of Personnel
Seattle Fire Department

Sgt. Ed Striedinger
Seattle Police Department

Panel:

Dr. Gregory M. Herek
American Psychological Association

Lt. Col. (Dr.) William J. Gregor, USA (Ret.)

Col. (Dr.) William Darryl Henderson, USA (Ret.)

Prof. David R. Segal
Department of Sociology
University of Maryland

2/25/93

GREGORY M. HEREK

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University of California,
Davis CA 95616-8686 USA.
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CURRENT POSITION

Associate Research Psychologist, University of California at Davis.

EDUCATION

B.A.	University of Nebraska at Omaha, 1977. *Majors in Psychology and Sociology (magna cum laude).*
M.A.	University of California at Davis, 1980.
Ph.D.	University of California at Davis, 1983. *Personality and Social Psychology.*
Post-Doctoral Fellowship	Yale University, 1983-1985. *Social Psychology.*

ACADEMIC AND RESEARCH EMPLOYMENT

1989-Present	Associate Research Psychologist, University of California at Davis.
1986-1989	Assistant Professor, Graduate Program in Social and Personality Psychology, City University of New York.
1986	Visiting Assistant Professor, Yale University.
1985-1986	Lecturer, Yale University.
1983-1985	Postdoctoral Fellow in Personality and Social Psychology, Yale University.
1984	Visiting Lecturer, Branford and Ezra Stiles Colleges, Yale University.
1978-1983	Teaching Assistant, Research Assistant, and Teaching Associate in Psychology, University of California at Davis.

OTHER PROFESSIONAL EXPERIENCE AND SERVICE

1992-	Member, National Institute of Mental Health (NIMH) Mental Health, AIDS and Immunology Review Committee (term expires June 30, 1996).
1992-	Member, International Scientific Program Committee, International Conference on AIDS.
1991-	Member, Chancellor's AIDS Technical Advisory Committee, University of California at Davis.
1990-	Organizer, Caucus for Lesbian, Gay, and Bisexual Concerns, International AIDS Society.
1985-	Convention Program Committee, APA Division 44. (Member, 1985-87, 1989-93; Chair, 1987-88).
1986-1992	Ad Hoc Reviewer and Site Visitor, National Institute of Mental Health.
1991-1992	Member, San Francisco District Attorney's Special Commission on Hate Crimes.
1990-1991	Consultant, National Academy of Sciences Committee on AIDS Research, for study of the social impact of AIDS.
1990-1991	Consultant for *amicus curiae* brief by American Psychological Association, Kentucky v. Wasson, challenge to state sodomy law (Kentucky Supreme Court).
1990	Scientific consultant to Social Science Research Council for proposed National Survey of Health and Sexual Behavior.
1989	Chair of research workshop, Mental Health Aspects of Violence Toward Lesbians and Gay Men: Research Issues and Directions. Sponsored by the Antisocial and Violent Behavior Branch, National Institute of Mental Health.
1987-1989	Member, Task Force on Psychology and AIDS, American Psychological Association.
1985-1991	Consultant for *amicus curiae* brief by American Psychological Association, Watkins vs U.S. Army, challenge to military ban on gay and lesbian members (U.S. Court of Appeals, Ninth Circuit).
1986-1987	Chairperson (1987) and Member (1986), APA Committee on Lesbian and Gay Concerns.
1985-1987	President (1987) and Steering Committee Member (1985-86), Association of Lesbian and Gay Psychologists.
1985-1987	Member, APA Task Force on Avoiding Heterosexist Bias in Psychological Research.

(continued)

OTHER PROFESSIONAL EXPERIENCE AND SERVICE *(continued)*

1985-1991 Consultant for *amicus curiae* brief by American Psychological Association, including Bowers v. Hardwick, challenge to state sodomy laws (U.S. Supreme Court).

1986 Witness, Congressional hearings on violence against lesbians and gay men. House Judiciary Committee, Subcommittee on Criminal Justice (Hon. John Conyers, Chair). Provided oral testimony on behalf of American Psychological Association.

SERVICE FOR ACADEMIC JOURNALS

Consulting Editor: *Journal of Homosexuality* (1984-present); *Journal of Gay and Lesbian Psychotherapy* (1986-present); *Journal of Lesbian and Gay Social Work* (1991-present); *Journal of Men's Studies* (1992-present).

Ad Hoc Reviewer (partial list): *Journal of Personality and Social Psychology; Psychological Bulletin; Personality and Social Psychology Bulletin; Journal of Sex Research; Psychology of Women Quarterly; Sex Roles.*

GRANTS RECEIVED

1993-96 *Mental Health Consequences of Anti-Gay/-Lesbian Violence.* National Institute of Mental Health ($736,095).

1992-96 *Gay/Bisexual Identity and Community In The AIDS Era.* National Institute of Mental Health ($540,295).

1988-97 *Public Education About AIDS: A Social Psychological Approach.* National Institute of Mental Health ($1,432,963).

1989-92 *Public Reactions to AIDS: Knowledge, Attitudes, and Behavior.* National Institute of Mental Health ($674,080).

1990-92 *Cultural Differences in AIDS-Related Attitudes and Behaviors Among Californians.* Universitywide AIDS Research Program ($70,092).

1987-89 *Public Knowledge, Attitudes, and Behavior Concerning AIDS: A National Survey.* National Institute of Mental Health ($121,391).

1987-88 *Public Education About AIDS.* PSC/CUNY Foundation ($6068).

1986-88 *A Neofunctional Theory of Attitudes.* National Institute of Mental Health. ($15,000)

1985-86 *Anti-Gay Prejudice and Public Reactions to AIDS.* Society for the Psychological Study of Social Issues, Grants-in-Aid Program. ($1000)

1982 Dissertation research grant from National Gay Academic Union ($1000).

1982 Dissertation research grant from Psychology Department, University of California at Davis ($600).

1979-1981 Annual Graduate Research Awards, University of California at Davis. ($1400 total)

OTHER AWARDS AND HONORS

1992 Outstanding Achievement Award, Committee on Lesbian and Gay Concerns, American Psychological Association.

1991 Fellow, American Psychological Association, Division 44.

1989 Award for "Best Contribution to Empirical Research in Peace Psychology," from Psychologists for Social Responsibility. Presented at the annual meeting of the American Psychological Association, New Orleans. [Shared with Irving L. Janis and Paul Huth for *Herek, Janis, & Huth (1987)*]

1989 Recipient of first annual award for "Distinguished Scientific Contributions to Lesbian and Gay Psychology," Society for the Psychological Study of Lesbian and Gay Issues (APA Division 44). Presented at the annual meeting of the American Psychological Association, New Orleans.

1989 Master Lecturer, American Psychological Association.

1984 Mark Freedman Memorial Research Award, Association of Lesbian and Gay Psychologists. Presented at the annual meeting of the American Psychological Association, Toronto.

1983 Postdoctoral Fellowship, Yale University.

1982 Teaching Award for Outstanding Graduate Student, University of California at Davis.

1979-1982 Regents' Fellowships, University of California at Davis (total of three annual awards).

1977 First Prize, J.P. Guilford National Undergraduate Research Competition sponsored by Psi Chi Honor Society. Presented at the annual meeting of the American Psychological Association, San Francisco.

1977 First Prize, Nebraska Psychological Association Undergraduate Research Competition.

PROFESSIONAL MEMBERSHIPS

American Psychological Association (Fellow, Division 44; Member, Divisions 8, 9, 35, 45)
American Psychological Society (Fellow)
National Association of Lesbian and Gay Psychologists
American Association for Public Opinion Research
International AIDS Society
American Public Health Association
Society for the Advancement of Social Psychology

Statement By

Wm Darryl Henderson, Ph.D. (Col. U.S.A. ret.)

Before The

Committee on Armed Services

U.S. House of Representatives

5 May 1993

MR. CHAIRMAN, AND MEMBERS OF THE COMMITTEE, IT IS A PLEASURE FOR ME TO APPEAR HERE TODAY. BECAUSE MY REMARKS WILL BE BRIEF, I REQUEST MY PREPARED STATEMENT BE ENTERED IN THE RECORD.

THE ANALYSIS OF MODERN WARFARE IN TERMS OF WHO WINS, WHO LOSES, AND WHY, HAS TRADITIONALLY BEEN DIVIDED INTO FOUR BROAD ELEMENTS: 1) STRATEGY; 2) WEAPONS AND MATERIALS; 3) TECHNOLOGY; AND 4) THE HUMAN ELEMENT -- THAT IS, SOLDIERS: THEIR NUMBERS, QUALITY, AND MOTIVATION. OF THESE FOUR FACTORS, THE HUMAN ELEMENT HAS LONG BEEN CONSIDERED THE MOST CRUCIAL FOR WINNING WARS. MILITARY STRATEGISTS, FROM CLAUSEWITZ AND NAPOLEON TO HO CHI MINH, RECOGNIZED THE IMPORTANCE OF THE HUMAN ELEMENT IN WINNING WARS.

THE REAL QUESTION IS WHY DO SOLDIERS FIGHT? WHAT CAUSES SOLDIERS TO REPEATEDLY EXPOSE THEMSELVES TO THE MOST LETHAL ENVIRONMENT KNOWN INSTEAD OF TAKING COVER OR LEAVING THE AREA AS QUICKLY AS POSSIBLE? COMBAT MOTIVATION IS NOT A MYTHICAL FORCE THAT EMERGES ON THE BATTLEFIELD. IT MUST BE DEVELOPED AND MAINTAINED WELL IN ADVANCE OF ANY WAR. BEGINNING WITH WORLD WAR II, THE COMPLEXITY OF COMBAT MOTIVATION BEGAN TO BE REALIZED, AND EARLIER REFERENCES TO MORALE, ELAN, AND ESPRIT DE CORPS, GAVE WAY TO THE CONCEPT OF COHESION. COHESION MAY BE DEFINED AS THE CONDITION THAT EXISTS IN A UNIT WHEN THE PRIMARY VALUES AND DAY-TO-DAY GOALS OF THE INDIVIDUAL SOLDIER, OF THE SMALL GROUP WITH WHICH HE IDENTIFIES, AND OF UNIT LEADERS, ARE CONGRUENT -- WITH EACH GIVING HIS PRIMARY LOYALTY TO THE GROUP SO THAT IT TRAINS AND FIGHTS AS A UNIT WITH ALL MEMBERS WILLING TO RISK DEATH TO ACHIEVE A COMMON OBJECTIVE.

RESEARCH BY SHILS AND JANOWITZ ON THE WEHRMACHT AND BY STOUFFER ET AL. ON THE U.S. ARMY DURING WORLD WAR II BEGAN AN INTENSE RESEARCH EFFORT THAT HAS FOUND THE CONCEPT OF COHESION TO BE A CENTRAL FACTOR IN EXPLAINING OUTCOMES OF MOST WARS SINCE WORLD WAR II. COHESION RESEARCH IN KOREA, VIETNAM, AND THE FALKLAND'S WAR, FOR EXAMPLE, AS WELL AS EXTENSIVE RESEARCH IN ISRAEL, AFFIRMS THE OVERRIDING IMPORTANCE OF THE HUMAN ELEMENT AND COHESION IN DETERMINING WHICH SIDE WINS THE WAR. MOST RECENTLY, EXTENSIVE AND DETAILED RESEARCH DONE AT THE U.S. ARMY RESEARCH INSTITUTE AND WALTER REED SUCCEEDED IN MEASURING AND EVALUATING COHESION IN U.S. ARMY COMBAT UNITS.

A QUOTE BY S.L.A. MARSHALL ILLUSTRATES THE FINDINGS AND SIGNIFICANCE OF COHESION. "I HOLD IT TO BE ONE OF THE SIMPLEST TRUTHS OF WAR THAT THE THING WHICH ENABLES AN INFANTRY SOLDIER TO KEEP GOING WITH HIS WEAPON IS THE NEAR PRESENCE OR THE PRESUMED PRESENCE OF A COMRADE."

A CENTRAL FINDING OF COHESION RESEARCH IS THAT THE NATURE OF MODERN WAR DICTATES THAT SMALL-UNIT COHESION IS THE ONLY FORCE CAPABLE OF CAUSING SOLDIERS TO EXPOSE THEMSELVES REPEATEDLY TO ENEMY FIRE IN THE PURSUIT OF UNIT OBJECTIVES. THE CONFUSION, DANGER, HARDSHIP, DISPERSION, AND ISOLATION OF MODERN WAR REQUIRES THAT SOLDIERS, SAILORS, AND AIRMEN IN COMBAT BE CONTROLLED AND LED THROUGH AN INTERNALIZATION OF SOLDIER VALUES AND PERSONAL OPERATING RULES THAT ARE CONGRUENT WITH THE OBJECTIVES, GOALS, AND VALUES OF THE

ORGANIZATION. FOR THIS REASON, THE SIGNIFICANCE OF THE SMALL GROUP OR UNIT TO WHICH THE SOLDIER BELONGS CAN HARDLY BE OVERSTATED. THE SMALL GROUP DEVELOPS STRONG RULES OF BEHAVIOR AND EXPECTATIONS ABOUT INDIVIDUAL CONDUCT ON THE BASIS OF DOMINANT FACE-TO-FACE RELATIONSHIPS AND BECOMES THE IMMEDIATE DETERMINANT FOR THE SOLDIER'S BEHAVIOR. THE SOLDIER'S LOYALTY TO THE SMALL GROUP AND THE GROUP'S EXPECTATION THAT HE WILL ADVANCE UNDER FIRE IS THE ONLY RELIABLE FORCE ON THE BATTLEFIELD CAPABLE OF CAUSING THE SOLDIER TO EXPOSE HIMSELF TO THE DANGERS OF WAR. THIS BEHAVIOR REPRESENTS THE INTERNALIZATION OF STRONG GROUP VALUES AND NORMS THAT CAUSES THE SOLDIER TO CONFORM TO UNIT EXPECTATIONS EVEN WHEN SEPARATED FROM THE UNIT. THE SOLDIER WITH A STRONG MORAL COMMITMENT TO HIS UNIT SEES HIMSELF IN BATTLE OR IN DAY-TO-DAY ROUTINE AS PART OF A SMALL, INTIMATE GROUP, REPRESENTED BY A FEW BUDDIES ON HIS RIGHT AND LEFT, OR IN THE SAME VEHICLE OR CREW COMPARTMENT WITH A SERGEANT OR JUNIOR OFFICER WHO IS NEAR. THE NORMATIVE POWER OF THE GROUP CAUSES A STRONG PERSONAL COMMITMENT ON THE PART OF THE SOLDIER TO CONFORM TO GROUP EXPECTATIONS, THAT DOING SO IS THE RESPONSIBLE THING TO DO, AND THAT CONFORMITY IS EXPECTED IN SPITE OF THE FACT THAT THE SOLDIER WOULD PERSONALLY PREFER TO BE ELSEWHERE DOING SOMETHING ELSE. SUCH COMMITMENT IS COMMON IN WELL-LED AND WELL-TRAINED UNITS. THE NEED TO NOT LET YOUR BUDDIES DOWN IS THE STRONGEST TYPE OF MOTIVATION THAT ALLOWS SOLDIERS TO ENDURE THE REPEATED DANGERS AND HARDSHIPS OF WAR.

THE INTERNAL SMALL GROUP PROCESS THAT RESULTS IN THIS TYPE OF SOLDIER MOTIVATION IS COMPLEX. IT IS REQUISITE THAT THE SMALL UNIT BECOMES THE SOLDIER'S PRIMARY SOCIAL GROUP WHICH DOMINATES ALL OTHER INFLUENCES ON THE SOLDIER AND CONTROLS THE SOLDIER'S DAY-TO-DAY BEHAVIOR. IN ADDITION TO PROVIDING SECURITY, THE UNIT IS ALSO THE MAJOR SOURCE OF ESTEEM AND RECOGNITION FOR THE SOLDIER, AS WELL AS PROVIDING A STRONG SENSE OF MUTUAL AFFECTION AND ATTRACTION AMONG UNIT MEMBERS.

NUMEROUS RESEARCHERS HAVE POINTED OUT THAT THE CREATION OF A COHESIVE UNIT WITH THESE CHARACTERISTICS IS SIGNIFICANTLY INFLUENCED BY BROAD CULTURAL VALUES, NORMS, AND CHARACTERISTICS THAT ARE THE RESULT OF A COMMON SOCIALIZATION PROCESS AND BASIC AGREEMENT AMONG UNIT MEMBERS ABOUT CULTURAL VALUES. A SIGNIFICANT CHARACTERISTIC ABOUT A COHESIVE UNIT IS THE CONSTANT OBSERVATION AND EVALUATION OF THE BEHAVIOR OF UNIT MEMBERS. ANY DEVIATION FROM UNIT NORMS, VALUES, OR EXPECTED BEHAVIOR BRINGS IMMEDIATE AND INTENSE GROUP PRESSURES TO CONFORM TO GROUP NORMS. IF THE BEHAVIOR IS NOT CORRECTED, THEN CLEAVAGE RESULTS IN THE GROUP, AND COHESION IS WEAKENED. IF THE SITUATION OCCURS IN COMBAT, WHERE SURVIVAL IS THREATENED, THEN THE GROUP CAN BE EXPECTED TO EXPEL OR SOMEHOW SEPARATE THE NON-CONFORMING INDIVIDUAL. IN BRIEF, RESEARCH INDICATES THAT THE SOLDIER WILL BE STRONGLY BOUND TO THE PRIMARY GROUP OR UNIT AS LONG AS IT IS CAPABLE OF SATISFYING THE SOLDIER'S PHYSICAL, SECURITY, AND SOCIAL NEEDS, AND THERE IS BROAD AGREEMENT WITHIN THE GROUP ABOUT BASIC CULTURAL AND POLITICAL VALUES.

COHESION IS OFTEN CHARACTERIZED AND DESCRIBED AS HAVING TWO COMPONENTS: HORIZONTAL COHESION AND VERTICAL COHESION. HORIZONTAL COHESION REFERS TO THE STRENGTH AND CHARACTERISTICS OF THE BONDING AMONG THE SOLDIERS OF A UNIT, WHILE VERTICAL COHESION REFERS TO THE BONDING BETWEEN SOLDIERS AND LEADERS.

CORE SOLDIER VALUES THAT DOMINATE SOLDIER BEHAVIOR AND CONTROL THE SOLDIER'S DAY-TO-DAY ACTIONS IN A COHESIVE UNIT ARE THE RESULT OF AN INTENSE MILITARY RESOCIALIZATION PROCESS. FIGHTING SKILLS, PHYSICAL FITNESS, STAMINA, SELF-DISCIPLINE, TEAMWORK, DUTY OR SELFLESS SERVICE, AND LOYALTY TO UNIT AND LEADERS ARE THE PRIMARY CORE SOLDIER VALUES AND CAN BE USED TO ASSESS THE STRENGTH OF HORIZONTAL COHESION IN A UNIT. TO ACHIEVE THESE SOLDIER VALUES, THE REQUISITES FOR COHESION MUST EXIST WITHIN THE UNIT.

TO UNDERSTAND VERTICAL COHESION AND THE BONDING THAT OCCURS BETWEEN SOLDIER AND LEADER IN A COHESIVE UNIT, ONE MUST ANSWER THE QUESTION: WHY DO SOLDIERS FOLLOW LEADERS INTO COMBAT? MUCH OF THE ANSWER RESTS ON THE PERSONAL QUALITIES OF THE LEADER, WHETHER HE IS A NON-COMMISSIONED OR A COMMISSIONED OFFICER. MILITARY LEADERSHIP INVOLVES ENDURING AND PRIMARY PERSONAL RELATIONSHIPS BETWEEN LEADER AND SOLDIER. IN COMBAT, FEW PERSONAL RELATIONSHIPS SURPASS THE CLOSE AND INTENSE RELATIONSHIP THAT DEVELOPS BETWEEN THE LEADER AND SOLDIERS IN A HIGH-PERFORMING, COHESIVE UNIT. SOLDIERS IN DANGER, WHEN SURVIVAL IS THREATENED, BECOME ACUTELY AWARE OF THE QUALITIES

OF THEIR LEADER. SOLDIERS DESIRE STRONG LEADERS WHO ARE CAPABLE OF SUCCESSFULLY DEALING WITH DANGEROUS SITUATIONS.

THE SUCCESSFUL LEADER HAS MANY SOURCES OF POWER THAT CAUSE SOLDIERS TO FOLLOW. LEADERS HAVE COERCIVE AND REWARD POWERS AND POWER THAT COMES FROM THE CONTROL OF INFORMATION AS WELL AS INDIVIDUAL EXPERTISE IN MILITARY SKILLS. THE MOST POTENT SOURCE OF A LEADER'S POWER, HOWEVER, IS THE LEADER'S ABILITY TO CAUSE THE SOLDIER TO IDENTIFY WITH THE LEADER. THIS IS OFTEN REFERRED TO AS A LEADER'S REFERENT POWER. SUCCESSFUL OFFICERS AND NON-COMMISSIONED OFFICERS IN COHESIVE UNITS RELAY A STRONG SENSE OF PERSONAL CARE, COMPETENCE, AND SECURITY TO THEIR SOLDIERS WHICH RELIEVES SOLDIER ANXIETY AND GAINS A DEGREE OF INFLUENCE AND CONTROL OVER MEMBERS OF THEIR UNITS OFTEN ASSOCIATED WITH CHARISMATIC LEADERS.

TO QUOTE FROM RESEARCH PUBLISHED IN 1985, "THE KEY" TO ACHIEVING THIS QUALITY OF LEADERSHIP, "IS SIMILARITY OF VALUES AMONG SOLDIERS AND LEADERS...SUCH POWERFUL LEADERSHIP IS MOST DEPENDENT ON CLOSE, PERSONAL RELATIONSHIPS BETWEEN LEADERS AND SUBORDINATE SOLDIERS. ITS GREAT INFLUENCE STEMS DIRECTLY FROM THE INTENSE IDENTIFICATION OF THE SOLDIER WITH HIS IMMEDIATE LEADER. OFTEN, THE LEADER APPROACHES THE STATURE OF A LOVED AND RESPECTED PARENT, OR OF THE CHARISMATIC LEADER WHO DEMONSTRATES CONSISTENTLY THE WEBERIAN QUALITY OF GRACE, OR THE ABILITY TO CONSISTENTLY HANDLE DIFFICULT SITUATIONS WELL. SUCH REFERENT POWER IS BASED ON THE SATISFACTION OF THE SOLDIER'S PERSONAL NEED FOR AFFECTION, RECOGNITION, AND

SECURITY THROUGH STRONG IDENTIFICATION WITH A RESPECTED LEADER WHO HAS SUCCESSFULLY LED HIS UNIT THROUGH DIFFICULT SITUATIONS OR DANGER AND HARDSHIP...IN COHESIVE ARMIES, THE FORMATION OF SUCH CLOSE TIES BETWEEN SOLDIERS AND LEADERS IS NOT A MATTER OF INDIVIDUAL INITIATIVE OR CHANCE, BUT OF OFFICIAL POLICY."

THE GENERAL EFFECTS OF THE ACCEPTANCE OF OPENLY HOMOSEXUAL SOLDIERS ON UNIT COHESION AND EFFECTIVENESS CAN BE PROJECTED WITH SOME CONFIDENCE. MUCH IS KNOWN ABOUT THE ATTITUDES OF MEMBERS OF THE ARMED FORCES ON THIS ISSUE. ADDITIONALLY, THE EXPERIENCES OF FOREIGN MILITARY FORCES OFFER LITTLE SUPPORT FOR THE INCLUSION OF OPENLY GAY SOLDIERS IN ANY ARMY. IN FACT, THE WEIGHT OF EVIDENCE ON THIS ISSUE SUGGESTS GAY SOLDIERS SERVING OPENLY PROBABLY DETRACT FROM UNIT PERFORMANCE.

FIRST, IT IS GENERALLY ACCEPTED THAT SOLDIERS BOND BEST, BOTH VERTICALLY AND HORIZONTALLY, WHEN THEIR DIFFERENCES ARE MINIMIZED AND SHARED VALUES AND EXPECTATIONS ABOUT BEHAVIOR DOMINATE THE SMALL GROUP. IN VIEW OF THE SURVEY DATA AVAILABLE, THE LONG-TERM PROBLEMS ASSOCIATED WITH GAYS SERVING OPENLY APPEAR TO BE MAJOR.

THE DATA TAKEN PRIMARILY FROM THE MOSKOS, MILLER, AND L.A. TIMES SURVEYS SHOW THAT:

- 78% OF SOLDIERS OPPOSE LIFTING THE BAN
- 90% BELIEVE THEIR PRIVACY WOULD BE VIOLATED

- 74% OF MALE SOLDIERS BELIEVE HOMOSEXUALITY IS ABNORMAL AND DEVIANT
- ABOUT 70% OF THE AMERICAN PUBLIC HAS CONSISTENTLY SAID OVER THE PAST 20 YEARS THAT THE HOMOSEXUAL LIFESTYLE IS "ALWAYS WRONG"
- 75% OF MALE SOLDIERS BELIEVE HOMOSEXUALS SERVING OPENLY WOULD BE VERY DISRUPTIVE FOR DISCIPLINE
- 81% PREDICT GAYS WOULD FACE VIOLENCE AT THE HANDS OF OTHER SERVICE MEMBERS
- 45% OF ENLISTED SOLDIERS SAY THEY WOULD NOT REMAIN IN THE ARMY IF GAYS WERE ALLOWED TO SERVE OPENLY
- 60% OF MALE SOLDIERS DISAGREED THAT ALLOWING GAYS TO SERVE OPENLY WILL INCREASR SOLDIERS' ACCEPTANCE OF HOMOSEXUALS

IT IS NOT CLEAR THAT LARGE NUMBERS OF RESIGNATIONS OR WIDESPREAD INCIDENTS OF VIOLENCE WOULD RESULT IF HOMOSEXUALS WERE ALLOWED TO SERVE OPENLY. IN MY OPINION, A MUCH MORE PROBABLE EFFECT WOULD BE A QUIET DIVISION IN THE RANKS INTO "WE" AND "THEY" GROUPS THAT WOULD SIGNIFICANTLY DECREASE COHESION AND COMBAT PERFORMANCE.

MANY WHO ADVOCATE LIFTING THE BAN SAY THAT THE ARMED FORCES SHOULD HAVE NO PROBLEM WITH HOMOSEXUALS SERVING OPENLY. THEY SEE IT AS LARGELY A MATTER OF ISSUING THE NECESSARY ORDERS, CHANGING REGULATIONS, AND FOLLOWING UP WITH LEADERSHIP ENFORCEMENT OF THE NEW RULES, ACCOMPANIED BY RE-EDUCATION AND SENSITIVITY TRAINING.

THOSE WHO BELIEVE THIS COURSE WOULD RESULT IN THE CONTINUATION OF HIGH UNIT PERFORMANCE LEVELS HAVE A PROFOUND MISUNDERSTANDING OF LEADERSHIP IN COMBAT UNITS.

SENSITIVITY TRAINING IS OF LIMITED USEFULNESS. IT SERVES PRIMARILY TO PUT SOLDIERS ON NOTICE THAT CERTAIN BEHAVIOR AND ATTITUDES ARE NOT APPROVED. THIS TYPE OF RE-EDUCATION DOES NOT CHANGE BASIC VALUES.

MORE SIGNIFICANTLY, A MAJOR RESULT WOULD VERY LIKELY BE THE SIGNIFICANT WEAKENING OF VERTICAL BONDING BETWEEN SOLDIERS AND THEIR LEADERS. SERGEANTS, LIEUTENANTS, AND CAPTAINS WHO HAVE THE PRIMARY RESPONSIBILITY FOR BUILDING COHESIVE UNITS ON THE BASIS OF COMMON VALUES WOULD INSTEAD BE PLACED IN THE INTOLERABLE POSITION OF CHANGING DEEPLY HELD VALUES OF OVER 90% OF THEIR SOLDIERS TO ACCOMMODATE THE VALUES OF 1% TO 3% OF THE UNIT. THE RIGHTS OF HETEROSEXUALS TO BASIC PRIVACY VALUES WIDELY ACCEPTED IN SOCIETY, AS WELL AS UNRESOLVED NORMATIVE ISSUES ABOUT MORALITY, WOULD BE COMPLETELY IGNORED. SMALL UNIT LEADERS WOULD BE PUT IN THE POSITION OF INSTRUCTING THE GREAT MAJORITY OF SOLDIERS, 78%, THAT THE VALUES THEY LEARNED AT HOME, FROM PARENTS, IN SUNDAY SCHOOL, IN CHURCH, OR FROM FRIENDS, ARE NO LONGER APPROVED ON TOLERATED. IT WOULD BE EVEN MORE DIFFICULT IF THE LEADER WERE GAY.

THE RESULTS FOR COMBAT EFFECTIVENESS ARE POTENTIALLY DEVASTATING. SUCH POLICY CHANGES WOULD DENY LEADERS AND UNITS THE MOST EFFECTIVE

FORM OF LEADERSHIP, THE REFERENT POWER THAT CAUSES THE SOLDIER TO STRONGLY IDENTIFY WITH THE LEADER AND FOLLOW HIM ON THE BATTLEFIELD. INSTEAD, LEADERS WOULD HAVE TO RELY MORE ON THEIR POWER TO COERCE, WHICH HAS BEEN SHOWN REPEATEDLY TO BE THE LEAST EFFECTIVE LEADERSHIP STYLE.

TO REQUIRE THE U.S. ARMED FORCES TO CHANGE PREMATURELY ON THIS ISSUE BEFORE SUCH CHANGES ARE WIDELY ACCEPTABLE TO U.S. SOCIETY AND TO THOSE AMERICANS WHO SERVE IN THE ARMED FORCES, WILL CAUSE THIS ISSUE TO FESTER UNRESOLVED FOR YEARS. THE WEIGHT OF EVIDENCE INDICATES THAT IF GAYS WERE ALLOWED TO SERVE OPENLY, LONG-TERM CONFLICT AND CLEAVAGE WOULD LIKELY RESULT IN UNITS, COMBAT EFFECTIVENESS WOULD DECREASE, AND IN THE EVENT OF WAR, RESULTING INCREASED CASUALTIES AND GREATER DIFFICULTY IN MISSION ACCOMPLISHMENT SHOULD BE EXPECTED.

VERY BRIEFLY, THE RELEVANCE FOR THE U.S. OF FOREIGN MILITARY FORCES CAN BE SUMMARIZED AS FOLLOWS: THERE ARE NO SIGNIFICANT NUMBERS OF HOMOSEXUALS SERVING SUCCESSFULLY AND OPENLY IN ANY FOREIGN MILITARY FORCE. THE FOREIGN MILITARY FORCE WITH PERHAPS THE MOST HOMOSEXUAL SOLDIERS SERVING OPENLY ARE THE DUTCH. THEY HAVE ALMOST 20 YEARS' EXPERIENCE IN ALLOWING HOMOSEXUALS TO SERVE AND ARE STILL EXPERIENCING A PERSISTENT LEVEL OF CONFLICT AND CLEAVAGE IN THEIR UNITS. IN SPITE OF A VERY LIBERAL AND DETERMINED APPROACH INVOLVING SENSITIVITY SESSIONS, RE-EDUCATION, SPECIAL COUNSELLORS, AS WELL AS SUPPORTIVE LEADERSHIP AND REGULATIONS, HOMOSEXUALS ARE

STILL NOT WIDELY ACCEPTED IN THE DUTCH RANKS, AND THE GREAT MAJORITY OF DUTCH HOMOSEXUALS STAY IN THE CLOSET.

RESERVATIONS EXIST ABOUT THE COMBAT EFFECTIVENESS OF OTHER ARMIES OFTEN CITED AS POLICY EXAMPLES IN SUPPORT OF LIFTING THE BAN. DURING AN EXTENSIVE VISIT TO CANADA, THE NETHERLANDS, DENMARK, THE U.K., AND ISRAEL, AS WELL AS FROM DISCUSSIONS WITH MANY RUSSIAN GENERAL OFFICERS, IT BECAME EVIDENT THAT CANADA, THE NETHERLANDS, AND DENMARK GIVE A HIGHER PRIORITY TO INDIVIDUAL CIVIL RIGHTS THAN TO MILITARY READINESS. IN THE DUTCH AND DANISH CASES, THIS IS A MATTER OF RECORD.

IN THOSE EUROPEAN ARMIES, AS WELL AS ISRAEL, THAT ARE MORE CONCERNED WITH READINESS AND WARFIGHTING, HOMOSEXUALS ARE NOT BANNED, BUT THERE IS AN INFORMAL PRACTICE IN THESE ARMIES THAT HAS BEEN DESCRIBED BY CHARLIE MOSKOS AS, "WE WON'T ASK, YOU DON'T TALK OR FLAUNT." IN PRACTICE, THIS MEANS THAT FOR THE MOST PART, GAYS MOSTLY STAY IN THE CLOSET IN THESE ARMIES.

THE PRESS AND THE MEDIA HAVE LARGELY PRESENTED THIS ISSUE AS ONE OF CIVIL RIGHTS FOR HOMOSEXUALS. THEY HAVE COMPLETELY IGNORED THE VERY REAL ISSUE OF MILITARY EFFECTIVENESS AS WELL AS THE RIGHTS OF HETEROSEXUALS TO PRIVACY. THIS ISSUE, AND THE CONFLICT SURROUNDING IT, SHOULD NOT BE TRANSFERRED INTO THE RANKS OF THE U.S. ARMED FORCES. TO DO SO AT THIS TIME WOULD BE TO SIGNIFICANTLY LESSEN THE MILITARY EFFECTIVENESS OF U.S. UNITS, THREATEN THE ACCOMPLISHMENT

OF FUTURE U.S. MILITARY OBJECTIVES, AND, IN THE EVENT OF WAR, RESULT IN HIGHER U.S. CASUALTIES.

David R. Segal

David R. Segal is Professor of Sociology and of Government and Politics at the University of Maryland, where he was named Distinguished Scholar-Teacher in 1980. He is also a faculty associate of the Center for International Security Studies at Maryland (CISSM). Segal received his doctorate at the University of Chicago in 1967, and was on the faculty of the University of Michigan from 1966 to 1975. From 1973 to 1975, while on leave from Michigan, he served as Chief of the Social Processes Technical Area, U.S. Army Research Institute for the Behavioral and Social Sciences. During 1992 he held the S.L.A. Marshall Chair at this Institute.

During the 1988-89 academic year, Segal was Visiting Professor of Sociology at the United States Military Academy, West Point. He has also been the James K. Pollack Visiting Research Scholar at the University of Bonn (1971), a Guest Scholar at the Brookings Institution (1981-1984), and a Guest Scientist in the Department of Military Psychiatry, Walter Reed Army Institute of Research (1982-1990). He has lectured at the U.S. Army Sergeants Major Academy, the Air Force Academy, the National War College, the Army War College, the Armed Forces Staff College, the Army Command and General Staff College, the Naval Postgraduate School, and the Industrial College of the Armed Forces. Outside the United States of America, he has lectured at the Royal Canadian Military College, the Royal Military Academy Sandhurst, the Ecole Speciale Militaire de Saint-Cyr, and the NATO Defense College. Civilian universities he has lectured at include Rice University, the University of North Carolina, Yale University, the University of Chicago, and Johns Hopkins University. In 1991, he was granted the honorary degree of Doctor of Humane Letters by Towson State University.

Professor Segal recently completed his term as Chairman of the Section on Peace and War of the American Sociological Association. He serves as Vice-President of the Research Committee on Armed Forces and Conflict Resolution of the International Sociological Association, and is on the Board of Directors of the Inter-University Seminar on Armed Forces & Society. From 1982 to 1988 he was Editor of the quarterly journal Armed Forces & Society.

Segal is currently writing a book, in collaboration with a team of colleagues, on Peacekeepers and their Wives, reporting on a decade of research on soldiers who have served in the Multinational Force and Observers in the Sinai. His recent books include The Transformation of European Communist Societies (1992), Recruiting for Uncle Sam: Citizenship and Military Manpower Policy (1989), and Life in the Rank and File: Enlisted Men and Women in the Armed forces of the United States, Australia, Canada, and the United Kingdom (1986).

Professor Segal's awards include the Ruth M. Sinclair Memorial Honors Program Award from the University of Michigan (1970), the Mid-Career Award of the Section on National Security and Defense Administration of the American Society for Public Administration (1984), and the U.S. Army Medal for Outstanding Civilian Service (1989).

TESTIMONY OF

DAVID R. SEGAL, PH.D.

PROFESSOR OF SOCIOLOGY

UNIVERSITY OF MARYLAND

COLLEGE PARK

BEFORE THE

ARMED SERVICES COMMITTEE

UNITED STATES HOUSE OF REPRESENTATIVES

MAY 5, 1993

Mr. Chairman, I appreciate the opportunity to appear before this committee today.

I have been asked to speak to you about four issues: lifting the ban on homosexuals serving in the American armed forces; what strategy should be followed if the ban is lifted; what the experience of foreign military forces with integration on the basis of sexual orientation has been; and what the relevance of the foreign experience is to the debate on the appropriate policy for the United States of America. I obviously cannot do more than skim the surface of these issues in the five minutes allotted to me for my initial statement. I am submitting more extensive written testimony, primarily on the experience of foreign military forces, which includes bibliographical references to the research reports I cite, should you wish to consult them further. I would like this more extensive statement inserted in the record.

To get my position clearly on the record for purposes of our discussion today, I find that there has been a general trend toward increasing tolerance for homosexuals in the democratic nations of the Western world. Policies regarding integration of homosexuals in the military have followed these changes, albeit at a slower rate. Practices involving homosexuals in the military have differed from official policy, sometimes reflecting greater tolerance and sometimes less. The number of nations that officially excludes homosexuals from the military is diminishing. While these nations have different force structures and missions than the U.S. armed forces, they serve as important indicators of the direction of

global social change.

The United States of America prior to January of this year, in terms of the consistency of its policies and practices regarding the accession and continued service of homosexuals in the military, was the least tolerant of the nations that I have studied. I would recommend lifting the ban as an acknowledgement of ongoing social changes that I believe are inevitable, as an acknowledgement that there are no data that indicate that military effectiveness would be undermined if the ban were lifted, and as an acknowledgement that the cross-national experience suggests that lifting the ban is likely to have very little impact on our armed forces. The major impact will be to free homosexuals who, as we know, already serve in our armed forces, from the burdens of having to lie about their sexual orientations and wonder who is looking over their shoulders. While there are demands of varying levels of intensity in several countries for the right of homosexuals to serve, relatively few homosexuals actually seem to serve, and fewer still make public statements about their sexuality.

Lifting the ban would enable us to more effectively manage the process of sexual orientation integration, using lessons learned from the experiences of other nations, as much because of their differences from us as because of their similarities, and from our own experience in racial and gender integration. These lessons include the importance of moving incrementally, which is the way the policy process in this nation unfolds, rather than trying to achieve dramatic social change of an instant. They include the

importance of establishing standards of conduct that specify for military personnel the kinds of behavior that will not be tolerated, both in terms of bringing their sexuality into the work place and in terms of recognition of the rights of minorities. They include insistence on the responsibility of leaders to assure that these standards are adhered to. And they include importance of establishing educational programs to be conducted throughout the military career to sensitize armed forces personnel to the subtleties of one of the major leadership challenges of the twenty-first century: the management of diversity.

THE CITIZENSHIP REVOLUTION

My interest in the topic of homosexuals in the military is very recent, and comes from a broader concern with military manpower and personnel policies in the context of an ongoing worldwide trend referred to variously as the democratic revolution, the citizenship revolution, or the globalization of humanity. The major manifestation of this revolution is the extension of citizenship rights and responsibilities, both in the political system and in the work-place, to previously excluded groups.[1] I regard military service as a citizenship obligation, and in the context of volunteer military forces, as an employment opportunity as well.

With regard to the American armed forces, the citizenship revolution can be seen in racial integration, in the ongoing process of gender integration, and in the lowering of the age of

political majority from 21 to 18 during the Vietnam War to acknowledge the full citizenship of young men who could be drafted and asked to give their lives for their country. People for whom I have the greatest respect, including General Colin Powell, the Chairman of the Joint Chiefs of Staff, and, more recently, Lt. General Calvin Waller, who sat on a panel with me at hearings of the Senate Armed Services Committee last week, have taken issue with the parallels that have been suggested between racial discrimination and sexual orientation discrimination. You will note in my written testimony that analysts from several nations other than the United States have commented on similarities between racial or ethnic integration, gender integration, and integration on the basis of sexual orientation. Let me be very clear that I in no way argue or assume that the historical experiences of African-Americans, women, and homosexuals have been the same. Each of these groups brings distinct dimensions and experiences to the citizenship revolution. Their major commonality is in the reactions of the dominant groups in society to all of them, and the reasons that have been given in the past for the exclusion of each of them from full military participation.

Equal treatment of previously excluded groups is not the sole criterion in this social change. Another is the impact of change on national security.[2] One specific component of national security concerns has been the impact of change on unit cohesion. Another is the ability of excluded groups to adapt to elements of the military life-style that are essential to performance and national security.

With regard to every group considered, in every nation with which I am familiar, standards of inclusion or exclusion have been held up to an effectiveness criterion. When we dealt with issues of racial integration and gender integration in our armed forces, a major concern was what impact such integration would have on performance. And we moved incrementally on both of these fronts.

Given the general criterion of impact on national security, I would argue that some forms of discrimination are both tolerable and necessary. We continue to accept the exclusion from the armed forces of the bottom decile of our military age-eligible population on the dimension of mental aptitude. They have been demonstrated to be problematic in terms of discipline and performance.

An additional justifiable criterion regarding the inclusion of potentially excluded groups is their ability to adapt to the military lifestyle. We allow vegetarians and people who eat kosher food to serve in the military, but we do not adapt the menus in our military dining facilities to their needs. We expect them to find ways to adapt to the military. On the other hand, I believe that we currently exclude Sikhs from service in the U.S. Army despite their long martial tradition, because they could not or would not adapt to the demands of our military culture. I believe that such adaptation is a justifiable consideration in considering who will serve in our armed forces.

Another social trend, toward greater demands for accountability in the application of valid criteria, places the burden of proof on us as a nation to demonstrate that currently

excluded groups will have a negative impact on performance, or will be unable to adapt to the military, should we decide to continue their exclusion. I do not believe we have the luxury of merely asserting that we believe that performance will be undermined.

The issue of cohesion. Assertions were made in the 1940s that the presence of African-American soldiers in previously all white units would undermine unit cohesion and thereby effectiveness. More recently, arguments have been made that the integration of female soldiers in previously all-male units would undermine cohesion and thereby effectiveness: cohesion came to be defined as male bonding. However, the impact of racial integration and gender integration on cohesion has been minimal, and any impact on effectiveness has been so small as to be unmeasurable.[3] There are currently assertions that sexual orientation integration will similarly undermine cohesion. It is now defined as heterosexual male bonding.

Much of the contemporary discussion of military cohesion is rooted in research conducted by Samuel Stouffer and his associates on American soldiers, and by Edward Shils and Morris Janowitz, who were responsible for the interpretation of data from the interrogation of German Prisoners of War in the European Theater.[4] However, the World War II research on cohesion in both the German and American armies tends to be selectively remembered and misinterpreted, both in the policy and in the research communities. Stouffer did not find that cohesion was the major thing that kept soldiers going in combat: prayer or religion was, although cohesion was an important factor.[5] And Shils and Janowitz did not find that

social similarity was the major thing that German soldiers captured in France reported as their primary combat motivator. Fear of what would happen to their families in Germany if they deserted or surrendered was. Primary group cohesion was important, but Shils and Janowitz did not demonstrate that primary group cohesion was undermined by homosexual tendencies. Let me share with you a portion of their published report on the data produced from P.O.W. interrogations that I have never seen cited, although it would appear to be central to the current debate. They wrote:[6]

> The stability and military effectiveness of the military primary group were in large measure a function of the "hard core" who approximated about ten to fifteen percent of the total enlisted men...[they] had definite homo-erotic tendencies and accordingly placed a very high value on 'toughness', manly comradeliness, and group solidarity.

The assertion seems to be that even in a Germany that put overt homosexuals in camps, primary group solidarity in the Wehrmacht was based in part on latent homosexual tendencies that were manifested by behavior that was assertively masculine rather than effeminate. I introduce this observation not to argue that we should encourage homosexuality in the American military in order to generate cohesion, but rather to point out that the one piece of research of which I am aware that addresses this issue--a piece of research that is widely cited in the military cohesion literature--throws into question the assertion that homosexual tendencies will

necessarily undermine unit cohesion.[7]

THE EXPERIENCE OF OTHER NATIONS

Most nations with which I am familiar do not categorically exclude homosexuals from military service. Some of those that in the past have excluded homosexuals have changed their policies in recent years. I know of no nation that in the past has admitted homosexuals and has recently moved to exclude them. Thus, the number of nations which exclude homosexuals from military service has declined.

The Anglo-American Nations. The major group of nations that in recent history has been concerned with homosexuals in the military is composed of the Anglo-American nations: The United States, Great Britain, Canada, Australia, New Zealand, and Northern Ireland. These nations share a more-or-less common cultural heritage.

Reporting on Australia and New Zealand at a conference in Baltimore organized by Professor Charles Moskos a year and a half ago, Dr. Cathy Downes, an analyst in the Office of the Chief of Defense Staff of New Zealand reported the following:[8]

> "...arguments challenging the exclusion of homosexuals from armed forces have been raised. These flow from changes in the parent societies of these armed forces. For example, the change between early and late Cold War periods is also the time period in which there is a significant shift in societal attitudes toward tolerance

> of homosexuality...If the relationship between social change and military response holds true, the gradual normalization of homosexuality in larger societies, which is a 1980s phenomenon, is likely to be increasingly refracted in military forces of the 1990s.

Dr. Downes was prescient. As you know, late last year, Australia set aside its exclusion. New Zealand began to move toward a policy change after our presidential election, but seems to have delayed further consideration until the direction that the United States will take is clear.

At the same conference, Col. Franklin Pinch, who holds a Ph.D. in military sociology and who at the time was the ranking behavioral scientist in the Canadian Forces, reported:[9]

> The Canadian Forces are preparing a defense involving homosexuality which is before the courts. While these outcomes cannot be prejudged, two points are relevant: first, the tribunal on the employment of women did not accept the argument that cohesion and morale would be impaired by the introduction of women, since it was based largely on "customer preference" (i.e., that men would not accept women), and it is unlikely to be accepted for other issues; second, the Canadian public, and especially opinion leaders, are generally not supportive of such exclusions...sexual behavior that is disruptive may well supplant concerns regarding sexual orientation.

Again, the statement was prescient. Canada has set aside its

exclusion, as one part of a more general human rights movement. I spoke with Dr. Pinch last week. He is retired from the Canadian Forces and is now doing research on the impact of their policy change. He indicated that in the few months since the change, there has been no impact of the policy change on recruitment or retention, nor have there been incidents of harassment of homosexuals. Homosexuals, for their part, have not made declarations of their sexual orientations. The experience in Australia seems to be similar.

The United Kingdom is a particularly interesting case, because it highlights the direction of social change, reflects a frequently found divergence between official policy and actual practice, and exemplifies a commonly found pattern: that of limited tolerance. In terms of official policy, when most homosexual acts were decriminalized in the 1967 Sexual Offenses Act, the British military was exempted from decriminalization. In May 1991, a parliamentary Select Committee on the Armed Forces recommended decriminalization in the armed forces as well, and in June 1992 the government accepted this recommendation. Steps are now being taken to implement this decision. While decriminalized, homosexuality is still regarded as incompatible with military service and is grounds for denial of enlistment or instant dismissal. Thus, the official policy is one of exclusion. However, military personnel are not asked about their sexual orientations. The practice is to not act unless they call attention to themselves.[10] Indeed, if their orientations become known but they are not openly engaged in

homosexual behavior, they might be counselled and warned against misconduct, rather than discharged.[11]

OTHER EUROPEAN NATIONS

Most of our other NATO allies do not exclude homosexuals. The exceptions are Turkey, Greece (where homosexuality is regarded as a mental illness)[12] and Italy, although Italy, like Great Britain, while it has exclusionary policies, does not seem to be completely exclusionary in practice, and Turkey does not ask about sexual orientation at entry.

Germany is an especially interesting case, because like Great Britain, it manifests a major difference between policy and practice, but in the opposite direction. Other than the United States prior to January 1993, it is in practice the least tolerant nation on which I have information.

Currently, Germany in principle regards homosexuals as fit for military service. However, in practice very few homosexuals seem to serve. Unlike most nations, Germany asks conscripts and volunteers about their sexual orientations. Many homosexual young men seem to apply for alternative civilian service rather than serving conscripted military service. Those who are conscripted, if they reveal their sexual orientation during in-processing, are likely to be mustered out as "deficient in military aptitude," thereby avoiding both military service and alternative civilian service. Regular servicemen and volunteers are not officially rendered unfit for military service by homosexuality, nor can they be discharged

for homosexual orientation. If they are discovered to be homosexual and have served for more than four years, they are not discharged before their term of service is completed. However if their orientations become known, they will not be allowed to assume supervisory positions. They may be restricted from high-security assignments. Junior officers within three years of commission may be discharged on grounds of unfitness for a career as an officer. Homosexuality has been decriminalized in German society, and homosexual behavior by military personnel off duty is not prosecuted. However, the German courts have affirmed the right of the Bundeswehr to prosecute soldiers for homosexual acts while on duty. Molesting a subordinate is grounds for discharge. Less serious offenses may be punished by demotion, ban on promotions, and salary cuts.[13]

A more common pattern in Europe might be labelled laissez-faire or benign neglect. Spain, for example, decriminalized homosexuality in the military in 1984, making sexual orientation simply a matter of personal choice. France takes a similar position.

Two of France's foremost military sociologists, Professors Bernard Boene, head of the sociology program at the French Military Academy, and Michel Martin, of the University of Toulouse, reported the following at Professor Moskos's 1991 conference:[14]

> As [a] Catholic [country, France]... tolerated deviant behavior...because the possibility of forgiveness is current. This explains why one finds great military

> figures with known homosexual tendencies, or why homosexuality was proverbial among colonial troops...Today the issue is rarely mentioned in the military, though the recognition of homosexuality in the civilian sphere has become a fact. In the military, it is shrouded in a kind of silence that does not express embarrassment, but a complete lack of interest. The clue may be that most homosexuals are screened out or self-selected out. It should be noted that in France, the gay movement as well as the feminist movement, from the 1960s until today has had a strong antimilitarist tradition.

Belgium likewise holds a position of benign neglect. There are no laws, rules, or regulations discriminating against homosexuals in the military, as long as they separate their personal and professional lives. In the past, they were not allowed to serve in the Para-commando regiment, but this seems to have been a function of the commanders preference rather than service policy. Soldiers whose sexual behavior is abusive of peers, i.e,. harassment, or disruptive of the unit are subject to reassignment or medical discharge.[15]

A similar lack of interest is noted in Switzerland, which is not a NATO nation. Karl Haltiner reported in 1991:[16]

> Homosexuality itself has never been a reason for military exclusion. If as a result of homosexual behavior social or psychological problems occur, an inspection for leave in the psychiatric-medical manner is possible but not

> compulsory. The highest military lawyer laconically remarked in 1985: "The problem of homosexuality does not exist in the Swiss army."

Benign neglect was characteristic of at least one of the countries of the old Warsaw Pact as well. Jerzy Wiatr, the foremost Polish military sociologist (and now a legislator, I believe), reported:[17]

> In the Polish armed forces there are no laws discriminating against homosexuals. I have also not found instances of extra-legal discrimination...In Poland, because of the intensity of conformity in publicly accepted norms of sexual behavior, homosexuality remains taboo. People do not reveal their homosexuality, not because of laws, but because of informal social control...The fact that the armed forces do not discriminate against homosexuals does not mean that they are accepted. Rather it can be said that as far as the military structure is concerned, they simply do not exist.

Where some nations like England practice limited tolerance of homosexuals in the military, and others like France and Belgium practice benign neglect, still others treat homosexuals in the military as a privileged minority or as the beneficiaries of human rights programs. In the Scandinavian countries, for example, while up until the late 1970s draftees were asked about their sexual orientations, and homosexuals were registered and in some cases

forced out, draftees are no longer asked about sexual orientation nor are homosexuals registered. However, homosexual draftees can avoid military service, with varying degrees of difficulty among countries, by claiming that their sexual orientation is psychologically incompatible with military service.[18] Thus, control over whether the homosexual draftee serves is in his hands.

The Netherlands probably represents the most tolerant position regarding homosexuals in the military. Jan van der Meulen reports that:[19]

> The acceptance and integration of women, ethnic minorities, and homosexuals in the armed forces was initiated as principle and policy before the end of the Cold War.

He also notes that members of all three groups continue to experience some discrimination.

Because the Netherlands are among the most open and tolerant of nations with regard to homosexuality in the military, they have been in a position to conduct research and undertake policy initiatives to make integration work. In a major 1991 survey of military personnel, a very small proportion of personnel reported themselves to be homosexual or lesbian (about 1% of men, 3.5% of women). Most heterosexual military personnel expressed tolerance for the rights of homosexuals, but 30 percent of male respondents indicated that they would respond in a hostile or aggressive manner if a colleague turned out to be homosexual. Known homosexuals are effectively excluded from social activities. Most homosexuals in

the service seem to prefer not to declare their sexual orientation.[20]

The Defense Minister has established a Commission for Advice and Coordination on Homosexuality in the Armed Forces, and homosexuals in the service have their own union. The approach in the Netherlands is to avoid blaming the victims of sexual orientation discrimination, and to sensitize the heterosexual majority to the rights of homosexuals through training and counselling.

DOMINANT PATTERNS

There seems to be consensus within the international community of social scientists who study the military that regardless of national policies, some individuals with homosexual orientations have managed to serve undetected in the military forces of virtually all Western nations. The numbers at any given time seem to be relatively small. There is also consensus that most homosexuals in the military do not "come out," but rather prefer their sexual orientations to be a private matter. Even where policy and law allow them to serve, very few soldiers openly declare themselves to be homosexual, perhaps because there is a risk of gay bashing and of career costs to going public. Even in those countries with non-exclusionary policies, open homosexuals may find themselves referred for psychiatric counselling, and excluded from certain units and certain assignments. The citizenship revolution does not unfold without problems.

The most common pattern cross-nationally seems to be military forces that don't ask about sexual orientation, whether or not they have exclusionary policies, and gay soldiers who don't flaunt their lifestyle, reflecting the fact that public behavior is driven primarily by normative expectations, not by laws and regulations, and heterosexuality is the dominant social norm. Moreover, exclusion of one's sexuality altogether from the work place is an emergent norm that affects these patterns.

Because these nations are primarily small countries that neither have the range of missions nor the international responsibilities of the United States, while I believe that a lifting of the ban is justified, I do not believe that we can afford to adopt the laissez-faire or benign neglect posture that most of them do. The fact that discrimination against homosexuals, real or perceived, continues even in the most tolerant countries, suggests that should our ban be lifted, we should be prepared to deal proactively with residual problems rooted in sexual orientation discrimination. I believe that our actions should involve specification of the behaviors that will not be tolerated, including both sexual behavior and acts of discrimination against homosexuals. I believe that our military leadership will not have the luxury of making believe that homosexuals do not exist, but rather will have to actively enforce behavioral standards. I would include in evaluations of their general performance the degree to which they do so. And I believe that training at every point in the military life cycle will be necessary to sensitize the armed forces

to the human resource management parameters of an increasingly diverse force.

NOTES

1.See David R. Segal, Recruiting for Uncle Sam: Citizenship and Military Manpower Policy. Lawrence: University Press of Kansas, 1989. Also David R. Segal, Organizational Designs for the Future Army. Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences, Special Report 20, 1993

2.See for example Mady Wechsler Segal and Amanda Faith Hansen, "Value Rationales in Policy Debates on Women in the Military: A Content Analysis of Congressional Testimony, 1941-1985." Social Science Quarterly 73 (1992):296-309.

3.The research on racial integration was the U.S. Army's Project Clear, conducted during the Korean War. See Leo Bogart, ed., Social Research and the Desegregation of the U.S. Army. Chicago: Markham, 1969. Research on the effects of gender integration is exemplified by the U.S. Army's MAX-WAC and REF-WAC studies and the Canadian Forces' SWINTER project. For a review of the literature on this phenomenon, see David R. Segal, The Impact of Gender Integration on the Cohesion, Morale, and Combat Effectiveness of Military Units. Ottawa: Department of National Defence, 1986.

4.See for example William Darryl Henderson's book, Cohesion: The Human Element in Combat. Washington: National Defense University Press, 1985.

5.Samuel A. Stouffer et al., The American Soldier: Combat and its Aftermath. Princeton: Princeton University Press, 1949. 5.

6.Edward A. Shils and Morris Janowitz, "Cohesion and Disintegration in the Wehrmacht in World War II." Public Opinion Quarterly 12 (1948):280-315.

7.The Shils and Janowitz research is not the only post-World War II report to suggest a relationship between militarism and latent homosexuality. See Theodor Geiger, "Homosexualitat und Gesellschaft." Kolner Zeitschrift fur Soziologie und Sozialpsychologie 43 (1991):739-750.

8.Cathy Downes, "Australian and New Zealand Armed Forces and Society after the Cold War." Paper presented at the IUS/Olin Foundation Conference on Armed Forces in a Warless Society, Baltimore, MD, Oct.10-11, 1991.

9.Franklin C. Pinch, "Canada's Post-Cold War Military." Paper presented at the IUS/Olin Foundation Conference on Armed Forces in a Warless Society, Baltimore, MD, Oct.10-11, 1991.

10.Christopher Dandeker, "Homosexuality and the British Armed Forces." Paper presented at the Workshop on Comparative International Military Personnel Policies, Beverly, UK, April 2-4, 1993.

11.National Security and International Affairs Division, DOD's Policy on Homosexuality. Washington: U.S. General Accounting Office Report GAO/NSIAD-92-98 (June 1992), p.41.

12.Dimitrios Smokovitis, "Greece." Paper presented at the IUS/Olin Foundation Conference on Armed Forces in a Warless Society, Baltimore, MD, Oct.10-11, 1991. David Cohen, a classics professor at Berkeley, noted in a recent column in the New York Times that in ancient Greece, pederastic relationships between older and younger men represented a culturally privileged form of homosexuality, and that in the military, policy debate concerned the permissible boundaries of pederasty, and whether youths and their lovers should be stationed together.

13.Bernhard Fleckenstein, "Homosexuality and the Military: The German Standpoint." Paper presented at the Workshop on Comparative International Military Personnel Policies, Beverly, UK, April 2-4, 1993.

14.Bernard Boene and Michel Martin, "The French Military in a 'Warless' Society." Paper presented at the IUS/Olin Foundation Conference on Armed Forces in a Warless Society, Baltimore, MD, Oct.10-11, 1991.

15.Philippe Manigart, "Homosexuality and the Belgian Military." Paper presented at the Workshop on Comparative International Military Personnel Policies, Beverly, UK, April 2-4, 1993.

16.Karl W. Haltiner, "Switzerland: Paradigm of a Warless Society?" Paper presented at the IUS/Olin Foundation Conference on Armed Forces in a Warless Society, Baltimore, MD, Oct.10-11, 1991.

17.Jerzy J. Wiatr. "Armed Forces in Eastern Europe after the Cold War." Paper presented at the IUS/Olin Foundation Conference on Armed Forces in a Warless Society, Baltimore, MD, Oct.10-11, 1991.

18.Henning Sorensen, "Preliminary Report." Paper presented at the Workshop on Comparative International Military Personnel Policies, Beverly, UK, April 2-4, 1993.

19.Jan van der Meulen, "The Netherlands." Paper presented at the IUS/Olin Foundation Conference on Armed Forces in a Warless Society, Baltimore, MD, Oct.10-11, 1991.

20.Marion Andersen-Boers and Jan van der Meulen, "Homosexuality and Armed Forces in the Netherlands." Paper presented at the Workshop on Comparative International Military Personnel Policies, Beverly, UK, April 2-4, 1993.



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

TESTIMONY OF

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on behalf of

THE AMERICAN PSYCHOLOGICAL ASSOCIATION

on

The Policy Implications of Lifting the Ban on Homosexuals in the Military

before the

Committee on Armed Services
U.S. House of Representatives

May 5, 1993

Ronald V. Dellums, Chair

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The Policy Implications of Lifting the Ban on Homosexuals in the Military

Chairman and members of the Committee, I am pleased to have the opportunity to appear before you today to provide testimony on behalf of the American Psychological Association and the National Organizations Responding to Discrimination on the Basis of Sexual Orientation in the Military (NORDSOM) with regard to the President's proposal to rescind the U.S. military prohibition on service by lesbians and gay men. At the outset, thank you for addressing such a critical and important matter.

My name is Gregory Herek and I am an Associate Research Psychologist at the University of California at Davis. I have been conducting empirical social psychological research on heterosexuals' attitudes toward and opinions about lesbians and gay men for more than 15 years, and I have published more than a dozen original articles on this and related topics in peer-reviewed scholarly journals. I received my Ph.D. in Psychology from the University of California at Davis, and afterward was a postdoctoral fellow at Yale University. Before returning to the University of California to assume my present position, I was a faculty member at Yale and the Graduate Center of the City University of New York.

The American Psychological Association is the leading scientific and professional society representing psychology in the United States, and is the world's largest association of psychologists. APA's membership includes more than 114,000 scientists, educators, clinicians, consultants, and students. Through its divisions in 48 subfields of psychology and affiliations with 54 state and Canadian provincial psychological associations, APA works to advance psychology as a science, as a profession, and as a means of promoting human welfare. One subfield is military psychology, whose members may be military or civilian, and who conduct research on military issues or practice psychological principles within a military environment.

In my testimony, I will first briefly discuss some general concerns. Second, I will review the scientific literature on sexual orientation and factors associated with military suitability. From this review, I have concluded that lesbians and gay men are suitable. Third, I will review some of the arguments that have been made in opposition to lifting the ban and evaluate these arguments in light of the scientific research relevant to each. My evaluation is that certain problems may arise in implementing a change in policy, but they are not insurmountable and the military is well-qualified and well-experienced to effectively deal with these problems. Lastly, I will make recommendations for how the change in policy should be implemented to maximize its success, including recommendations on policy, education and training, and needed research.

National Organizations Responding to Discrimination on the Basis of Sexual Orientation by the Military

In my testimony today I am representing National Organizations Responding to Discrimination on the Basis of Sexual Orientation by the Military, a coalition of social science, mental health, health, and education associations that has been working together since 1991 to bring scientific data to bear on the U.S. Department of Defense policy prohibiting gay men and lesbians from military service. I have been asked to testify for this group of organizations today because I have expertise in the central issues of concern -- the prejudices and stereotypes that underlie discrimination on the basis of sexual orientation. Many other members of the organizations in NORDSOM have also made important contributions to the broader scientific literature on lesbian and gay people. Statements about each of the organizations endorsing this statement are attached as an appendix to my testimony.

Some General Concerns

Terminology. No uniform terminology exists for describing people in terms of their sexual orientation. In my testimony today, "homosexual" is used adjectivally to refer to sexual behavior between men or between women. "Heterosexual" is used adjectivally to refer to sexual behavior between women and men; it also is used as a noun to describe people whose personal and social identify is based upon a heterosexual orientation or heterosexual relationships. "Gay" is used to describe people whose personal identity is based upon a homosexual orientation. Because "gay" is sometimes assumed to refer only to men, the term "lesbian" is used when appropriate to clarify that both women and men are being described.

The role of scientific data. As the Congress considers the proposed policy change regarding lesbians and gay men in the military, relevant empirical research from the social and behavioral sciences should be taken into account. It is particularly important to consider scientific research in this case because considerable prejudice and stereotyping are attached to homosexual behavior and to gay men, lesbians, and bisexual persons in the United States. For that reason, it is our position that any policy that targets gay, lesbian and bisexual persons must be carefully examined for its rational and empirical basis. We oppose policy based on false stereotypes and unwarranted prejudices.

In my testimony today, I will review empirical research from the social and behavioral sciences pertaining to sexual orientation. I will describe data collected in studies that have been conducted using the scientific method. This approach requires that data be collected through procedures that minimize the likelihood that a particular researcher's personal biases and values will influence the observations he or she makes. In a valid study, for example, the research subjects should not know the study's hypotheses because such knowledge might influence (consciously or unconsciously) their responses or behavior. Similarly, we try to ensure that outcome variables (such as level of psychological functioning) are assessed by research staff who are unaware of the study's

hypotheses, or by methods that will not be influenced by an awareness of the those hypotheses (such as objectively-scored psychological tests). This is important because empirical research has shown that an investigator's knowledge of a study's hypotheses can influence her or his observations and hence the results, even though the researcher is completely unaware of having biased the data.

In addition, most of the studies I will mention have been subjected to critical review by outside scientific experts; usually this has occurred during the peer review process that precedes publication in a scholarly journal. Because any single empirical study inevitably has limitations, I have tried in my review to describe overall trends and patterns in the research data that are evident from examining multiple studies that address a particular research question.

These comments about the scientific enterprise are important because the DOD has not produced data to support its current policy. Instead, the DOD has repeatedly cited its own "professional judgment" which is "inherently subjective in nature" (GAO, 1992a, p. 56). We do not agree with the position that professional military judgment is a sufficient basis for the policy. Nor do we agree with the DOD's position that the policy is not capable of being evaluated by social and behavioral science evidence.

Scientists recognize that decisions are often flawed when they are based on subjective judgments rather than a thorough review of objective data. A relevant example is mental health professionals' former classification of homosexuality as an illness. When the assumptions underlying this diagnosis -- which were based on professional judgment and biased observations -- were tested empirically, they were found to be invalid (Gonsiorek, 1991). The result of this review of the scientific literature was that the American Psychiatric Association removed it long-standing classification of homosexuality as a mental illness from its diagnostic manual.

The primacy of national security. In decisions affecting the Armed Forces, national security must be the overriding concern. Although national security is complex and multifaceted, the well-being of members of the Armed Forces is one central aspect. Morale and cohesion are essential to the effectiveness of the military. Unfair discrimination harms cohesion and morale. The race relations problems experienced by the military during the Viet Nam war is a very painful example, but one which the military responded to extremely well and overcame. As this example demonstrates, there is no necessary conflict between national security and equal opportunity.

Sexual Orientation And Factors Associated with Suitability for Military Service.

In this section, research relevant to the relationship between sexual orientation and several factors related to military suitability will be reviewed. The factors considered are mental health, sexual development and sexual conduct, and employment. The few

studies that directly address sexual orientation and military suitability will also be presented. Before considering research on sexual orientation, however, a brief discussion of the meaning and scope of the term itself is necessary.

Sexual orientation. Sex researchers commonly distinguish among four components of human sexuality, one of which is sexual orientation. The other three are biological sex, gender identity (the psychological sense of being male or female), and social sex role (adherence to cultural norms for feminine and masculine behavior and attitudes. Sexual orientation can be defined as an enduring erotic, affectional, or romantic attraction to individuals of a particular gender. It usually is characterized as either homosexual (a primary or exclusive attraction to individuals of one's own gender), heterosexual (a primary or exclusive attraction to individuals of the other gender), or bisexual (significant attractions to members of both genders) (Herek, 1989).

Many different aspects of human sexuality are discussed under the rubric of sexual orientation. These include: (1) engaging in specific sexual behaviors with partners of a particular gender; (2) having a personal preference for or ongoing attraction to partners of a particular gender; (3) developing a private personal identify or self concept as gay, lesbian, heterosexual, or bisexual; (4) establishing a public identity based on sexual orientation; and (5) identifying with a community of sexual orientation.

These various aspects of sexual orientation are not always manifested in a consistently heterosexual, homosexual, or bisexual pattern. Some individuals may call themselves gay or lesbian, yet engage in heterosexual behaviors, just as some people who call themselves heterosexual or "straight" frequently engage in homosexual acts (Peterson & Marin, 1988; Rogers & Turner, 1991). Some people do not engage in any sexual behavior, because of personal choice (e.g., a person chooses celibacy for religious or health reasons, or simply does not desire sexual relations with others) or environmental constraints (e.g., an individual fears societal stigma or lacks available partners). Others might call themselves lesbian or gay primarily as a political statement, even though they do not experience sexual attractions to others of their own gender (Faderman, 1984; Kitzinger, 1987). Still others may experience homosexual attractions or fantasies, but never engage in homosexual behavior (Kinsey, et al., 1948; Kinsey et al., 1953). Gay male and lesbian intimate relationships, like their heterosexual counterparts, do not always include an overtly sexual component (Peplau & Cochran, 1990). Many gay men and women have "come out of the closet" privately (i.e., have affirmed their homosexual orientation to themselves) but are publicly "closeted" (i.e., have not disclosed their sexual orientation to others; e.g., Bell & Weinberg, 1978). In summary, simply knowing how a person has identified himself or herself (e.g. as gay or "straight") does not necessarily reveal that person's past or present sexual behavior, nor her or his desire for future sexual behavior.

In its policy, the military has focused on the class of persons who identify themselves as lesbian or gay, rather than behavior or conduct. It has targeted gay male and lesbian individuals because they are members of a class, not because of their own sexual behavior. Military personnel who are found to have engaged in homosexual behavior but who deny that they are gay can be retained if the behavior is shown to have been an isolated event (e.g., "motivated by youthful curiosity or performed under intoxication;" GAO, 1992a, p. 12). Conversely, men and women with exemplary service records have been discharged for declaring that they are gay, with no indication that they had ever engaged in homosexual behavior during their military career. Recent examples include the cases of Margarethe Cammermeyer (Egan, 1992), Tracy Thorne ("Navy Officer to Fight Ban," 1992), Thomas Paniccia ("Gay Sergeant Gets Honorable discharge," 1992) and Keith Meinhold ("Ousted Gay Sailor," 1992), all of whom were discharged in 1992 for publicly acknowledging that they were gay or lesbian. Whether they had actually engaged in homosexual conduct while in the military was not considered. Because the military has focused on identity rather than behavior, we believe it is necessary that the military show why the class is unsuitable. Heretofore, they have not done so. In the following, I will consider various aspects of suitability to evaluate whether sexual orientation is a reasonable or empirically valid criterion for military suitability.

Mental Health Suitability

Military Use of Mental Health Definitions. DOD policy on homosexuality has its historical source in a psychiatric understanding of same-gender sexual orientation adopted by the military during World War II that has since been rejected by psychiatry and the other mental health professions (American Psychiatric Association, 1973; Conger, 1975; National Association of Social Workers, 1977). Prior to World War I, the military had no policies concerning homosexual behavior (Burrelli, 1993). Prior to World War II, homosexual behavior was viewed by the military as criminal behavior (Berube, 1991; Burrelli, 1993).[1] At the beginning of World War II, the military adopted new administrative policies on homosexuality as a psychiatrically defined sexual psychopathology. Although the language and administration of U.S. military policy on homosexuality has changed since 1941, the current policy is a direct descendant of these Army and Selective Service policies adopted for the large scale mobilization for World War II (Berube, 1990; Burrelli, 1993).

The original rationale was that to define homosexuality as a mental disorder, instead of a criminal act under sodomy statutes, was a more humane basis for screening out unsuitable recruits and separating unsuitable persons already on active duty. The mental health profession argued that this new approach would be less costly to the government. For its own part, identification of homosexuals by mental health experts during induction physicals was seen as a psychiatric contribution to the U.S. war effort

that could benefit the profession's prestige (Berube, 1990). The general approach from World War II until the early 1980s gradually shifted. At first, a treatment and retention model was followed, with those deemed untreatable to be discharged, but retention being left to the discretion of the commander. By 1981, the policy became mandatory discharge for all identified homosexuals unless the allegations of homosexuality were found to be groundless (Burrelli, 1993).

Declassification of Homosexuality As Pathology. As the foregoing discussion makes clear, the current DOD policy banning lesbian and gay people from military service is rooted historically in mental health concepts. Yet today the medical and mental health professions no longer consider homosexual orientation to be a disorder[2]. Twenty years ago, the American Psychiatric Association removed homosexuality from its list of mental disorders. In so doing, the organization stated that "homosexuality per se implies no impairment in judgment, stability, reliability, or general social or vocational capabilities" (American Psychiatric Association, 1973). In 1975, the American Psychological Association passed a resolution supporting the American Psychiatric Association's action. Both associations have urged all mental health professionals to help dispel the stigma of mental illness associated with homosexual orientation. In 1977 the National Association of Social Workers issued a statement condemning characterizations of homosexuals as sinful, criminal, or sick and affirming the right of all persons to define and express their own sensibilities and sexuality.

The declassification of homosexual orientation as a mental disorder followed a long reevaluation of the belief that homosexuality was an illness. In 1957, a study by Dr. Evelyn Hooker provided the first major challenge to the illness model. Dr. Hooker administered the Rorschach, Thematic Apperception Test, and Make-A-Picture Story Test to 30 homosexual and 30 heterosexual men recruited through community organizations. The two groups were matched for age, IQ, and education; none of the men were in therapy at the time of the study.

Outside experts on projective tests, unaware of each subject's sexual orientation, were then asked to evaluate the subject's overall adjustment using a 5-point scale. The experts categorized two thirds of the heterosexual men and two thirds of the homosexual men in the three highest categories of adjustment. When asked to assess which protocols were obtained from homosexual respondents the experts were unable to identify the men's sexual orientation at a level better than chance. Dr. Hooker concluded from her data that homosexuality as a clinical entity does not exist and that homosexuality is not inherently associated with psychopathology.

Since Dr. Hooker's pioneering work, dozens of empirical studies have supported her conclusions that no correlation exists between sexual orientation and psychopathology. This extensive psychological research over three decades has conclusively established that homosexual orientation is not related to psychological adjustment or maladjustment (Gonsiorek, 1982, 1991; Hart, Roback, Tittler, Weitz, Walston, & McKee, 1978; Reiss,

1980). Although differences have been observed in test results between homosexuals and heterosexuals, both groups consistently score within the normal range. The extensive psychological literature on the subject demonstrates that "theories contending that the existence of differences between homosexuals and heterosexuals implies maladjustment are irresponsible, uninformed, or both" (Gonsiorek, 1991, p. 136).

Psychiatric problems. Stigma and discrimination are stressors. Although the manner in which different people respond to stigma varies greatly within a stigmatized population and individual differences in response to stress are likewise very variable, Gonsiorek (1991) notes that "there are persistent suggestions that the particular stresses endured by gay men and lesbians, especially in adolescence and young adulthood, may cause an upsurge in attempted suicide and perhaps chemical abuse, perhaps temporary or perhaps in a segment of the population" (Gonsiorek, 1991, p. 136).

Rich (1986) concluded that completed suicides are no higher within homosexual populations than they are within heterosexual populations. According to several studies reviewed by Gonsiorek (1991), adult homosexuals admit past suicide attempts at a higher rate than do adult heterosexuals. None of the studies included representative samples, however, and other similar studies found no differences in reported suicide attempts. Thus the literature is inconclusive. Similarly, some studies of psychiatric problems of lesbian and gay people have reported higher rates of alcohol or other substance use, while others have not, none of the samples being representative. Overall the literature on comparative rates of psychiatric problems among homosexual persons does not support any firm conclusions.

In discussing psychiatric problems, some researchers and theorists have pointed to two factors that may be important. As already noted, stigma and discrimination is one of those factors, and the other is the large role played by gay and lesbian bars in the gay and lesbian communities, particularly during the 1960s and 1970s when most of the data were collected that is reported in the studies I discussed in the previous paragraph. When samples were obtained through community institutions, as has been true for much of the research on lesbians and gay men, gay and lesbian bars have been one of the easiest sources for recruiting participants. Although alcohol and other substance use is not a simple matter of exposure, drawing samples of homosexual research participants in ways that depend upon gay and lesbian bars seems likely to explain some of the reports of higher alcohol use.

Voluntary or Therapeutic Change of Sexual Orientation. Notwithstanding the declassification of homosexuality as a mental disorder, some therapists have reported that they have changed their clients' sexual orientation (from homosexual to heterosexual) in treatment. Close scrutiny of the reports indicates several factors that cast considerable doubt on these reports: much of the literature comes from organizations with an ideological perspective on sexual orientation, rather than from mental health researchers, the treatments and their outcomes are poorly documented,

and reported changes were more likely to occur among bisexuals who were highly motivated to adopt a heterosexual behavior pattern. Many interventions aimed at changing sexual orientation have succeeded only in reducing homosexual behavior rather than in increasing heterosexual attractions or decreasing homosexual attractions (Haldeman, 1991; Martin, 1984).

Some mental health providers have questioned the ethics of seeking to alter through therapy a trait that is not a disorder and is extremely important to individual identity (Davison, 1991; Haldeman, 1991; Malyon, 1982, Silverstein, 1991). Indeed, researchers generally found that psychological adjustment is positively correlated with acceptance and integration of one's sexual orientation, and maladjustment is positively correlated with nonacceptance of sexual orientation (Bell & Weinberg, 1978; Gonsiorek & Rudolph, 1991).

The Development of Sexual Orientation. Although considerable theory and research has been published, no single scientific theory about the development of sexual orientation has been conclusively established. There may be biological as well as socio-environmental factors, and there may be a variety of developmental pathways to adult sexual orientation (Bell, Weinberg, & Hammersmith, 1981; Ellis & Ames, 1987; Green, 1987; Money, 1987; Storms, 1981).

Twin studies have reported substantial concordance in sexual orientation within twins and greater concordance between identical twins than between fraternal twins (Bailey & Pillard, 1991; Bailey, 1993), but the identical twin concordances are substantially less than 100%. In addition, the life experiences of identical twins may differ substantially from those of fraternal twins and other siblings.

One autopsy study of brain tissue reported structural differences across both sex and sexual orientation (LeVay, 1991), but with small samples that are biased in ways that make the results ungeneralizable. Some researchers have postulated that sexual orientation may reflect different hormonal constitutions, but a series of studies has failed to establish that different sexual orientations are characterized by different hormone levels or other physiological characteristics (see Silverstein, 1991, for a review).

Some theorists have claimed particular family of origin patterns (e.g., Bieber, at al, 1962; Nicolosi, 1991), but such claims have not been supported by scientific data. Rather, they have been based on observations -- usually made by the theorist or an individual aware of the theorist's expectations -- of persons in treatment, usually treatment by the theorist. The hazards of relying on such reports were illustrated by Bell, Weinberg, & Hammersmith (1981), who compared the self-reports of homosexual men who had been in counseling or therapy to those who had never received mental health treatment. Weinberg, et al. found that homosexual men who had been in psychotherapy provided self-reported histories much more consistent with theoretical expectations than did those without such experience. Questioning whether "psychoanalytic theory can be considered

very useful in understanding male homosexuality," they noted that "The fact that so-called classic developmental patterns were not found among the respondents 'never in treatment' suggests the possibility that counselors and therapists may teach their homosexual clients to see or interpret their family background in ways that are consistent with the therapists' particular theoretical perspective" (p. 211). When these therapists then publish observational research that claims such patterns explain sexual orientation, the process has become completely circular.

The study by Bell, Weinberg, & Hammersmith (1981) is the one extant large-scale attempt to pit various socio-environmental explanations against one another. In this 1969-70 interview study, 979 homosexual participants were compared to 477 heterosexual participants, all residents of the San Francisco Bay area. Homosexual participants were obtained from a wide variety of locations and sources in an attempt to obtain as diverse and representative a sample as possible, but probability sampling techniques were not used. For the heterosexual comparison group probability sampling techniques were used. The major conclusion was that most prior explanations are inadequate to explain the development of sexual orientation. "What we seem to have identified -- given that our model applies only to extant theories and does not create new ones -- is a pattern of feelings and reactions within the child that cannot be traced back to a single source or psychological root" (p. 192).

Sexual Conduct and Misconduct. Levels of sexual drive and frequency of sexual activity are not related to sexual orientation (Kinsey, Pomeroy, & Martin, 1948; Kinsey, Pomeroy, Martin, and Gebhard, 1953); gay men, lesbians, and heterosexual people alike display wide variability in their level of sexual activity (Bell & Weinberg, 1978; T.W. Smith, 1991).

Some members of the military have articulated the belief that gay people are more likely than their heterosexual counterparts to engage in sexual harassment, show favoritism, and develop relationships that break down the separation between officers and enlisted personnel (i.e., fraternization). In a 1990 memorandum, Vice-Admiral Joseph Donnell articulated this concern as it affects female naval personnel:

> Particularly for our young, often vulnerable, female sailors, subtle coercion or outright sexual advances by more senior and aggressive female sailors can be intimidating and intolerable, impacting negatively on work performance and mental state. We must recognize that women who are targets for female homosexuals experience a unique form of sexual harassment which can be even more devastating and difficult to cope with than the more traditional harassment from men....Women must be assured that they do not have to exist in a predator-type environment. They should not have to experience improper advances from either sex. (Donnell, 1990, p. 2)

Sexual harassment is a complex problem and raises a variety of questions. Like Jews, African Americans, and other minority groups, gay people historically have been

stereotyped as sexually predatory and threatening, unable to control their sexual urges, and bent on molesting unwary victims and satisfying their own sexual desires (Adam, 1978; Allport, 1954; Herek, 1991b). Empirical data do not support such beliefs, however.

Adult male-male sexual assault and rape are often perpetrated by heterosexual men (Garnets, Herek, & Levy, 1990; Groth & Burgess, 1980). Although female-female harassment occurs, data from military (Martindale, 1991) and civilian work settings (B.E. Schneider, 1982) suggest that it is considerably less prevalent than male-female harassment. Female-female sexual assault is sufficiently rare that studies of sexual assault often assume that all perpetrators are male and heterosexual (e.g., White & Sorenson, 1992).

This is not to deny that same-gender sexual harassment and assault occur in the military: they do (e.g., Goyer & Eddleman, 1984). Nor is it to condone such behavior. But such conduct is probably more likely from heterosexual male personnel than from gay men or lesbians, as indicated by research conducted in prisons (Sagarin, 1976; Wooden & Parker, 1982). Indeed, the military's current policy may exacerbate the problem by shifting suspicion for such conduct away from heterosexual male personnel. Furthermore, it may discourage victims from reporting attacks out of fear they will be labeled as homosexual and discharged (see Goyer & Eddleman, 1984).

A common false allegation leveled against many gay men and lesbians is that they are child molesters. The belief that homosexual men have a propensity for molesting children is not supported by empirical data (for reviews, see Groth & Gary, 1982; Herek, 1991a).

In sum, there is no evidence that homosexual orientation is associated with higher levels of sexual misconduct of any kind, except when homosexual behavior itself is categorized as misconduct as it may be in jurisdictions with sodomy laws.

Employment Suitability of Lesbians and Gay Men.

Although systematic comparisons of job performance between gay and heterosexual people in large civilian work settings are not available, lesbians and gay men function effectively with varying degrees of openness in a wide variety of such settings (Bell & Weinberg, 1978; "Results of Poll," 1989; B.E. Schneider, 1982, 1986; Stewart, 1991). Differences between heterosexuals and homosexuals in job performance or ability to exercise authority in supervisory roles have not been reported. Examination of organizational policies indicate that many major civilian employers do not perceive a problem with hiring gay men and lesbians as employees or managers. Large corporations, universities, and local governments increasingly are adopting policies that prohibit discrimination against employees on the basis of sexual orientation (Garrison, 1992; Human Rights Foundation, 1984; National Gay Task Force, n.d.; Sullivan, 1992).

Recognizing these facts, a number of professional associations have passed resolutions urging civil rights protections for gay men and lesbians, especially in employment. These associations include the American Bar Association, the American Counseling Association, the American Medical Association, the American Nurses Association, the American Psychiatric Association, the American Psychological Association, the American Public Health Association, the American Sociological Association, the National Association of Social Workers, the National Education Association, the Sex Information and Education Council of the United States, and the U.S. Conference of Mayors.

Eight states and the District of Columbia have adopted laws that prohibit employment discrimination on the basis of sexual orientation. A number of additional states have such measures under consideration.

Military Suitability of Lesbians and Gay Men.

Many gay, lesbian, and bisexual people have honorably served in the U.S. military without having their sexual orientation become a reason for discharge (Anderson & Smith, 1993; Berube, 1990; Gibson, 1978; Harry, 1984; Hippler, 1989; Humphrey, 1990; Livingood, 1969; Murphy, 1988; Shilts, 1993; Williams & Weinberg, 1971).

Berube (1991) reviews a body of research conducted by military researchers during World War II. Although most of the research was aimed at developing more effective diagnostic tools and more efficient treatments in order to comply with the military policy on homosexuality, a few researchers reported descriptive studies aiming simply to understand how gay and lesbian people were similar or different from others.

Berube quotes Navy physicians Greenspan and Campbell: "The homosexuals observed in the service have been key men in responsible positions whose loss [by discharge] was acutely felt in their respective departments" (p. 171). Greenspan and Campbell went on to describe these men as "conscientious, reliable, well-integrated and abounding in emotional feeling and sincerity...the homosexual leads a useful productive life, conforming with all dictates of the community, except its sexual requirements...[and was] neither a burden nor a detriment to society (p. 171)." According to Berube, Dr. Clement Fry and social worker Edna Rostow examined service records and found no support for the notion that homosexuals were any better or worse than other soldiers in a number of various military occupations including combat occupations "They maintained that there was no rational basis for enforcing" (p. 171-172) the discriminatory policy. Fry and Rostow and another researcher, Lt. Col. Lewis Loeser, made "proposals for integrating gay personnel into the military organization" (p. 173).

More recently, two studies looked directly at the issue of suitability for military service. The studies were conducted at the DOD Personnel Security Research and Education Center (PERSEREC), however they were not published by DOD. Rather they were leaked to the press and subsequently published independently of the government. DoD

has repudiated them, but from a scientific perspective, the studies appear to be limited, but credible efforts to address the issue.

In the first study, McDaniel (1989) specifically focused on the question of whether gays as a group possess the characteristics that the military itself focuses on in determining whether an individual is suitable for positions of trust (characteristics such as school problems, drug and alcohol use, adverse job experiences, and felony convictions). Using scores on self-report measures of pre-service adjustment problems and cognitive abilities that are given to applicants and new recruits, McDaniel reported comparisons among three groups: those recruits who were later discharged from the military for homosexuality, all other new recruits, and applicants not entering military service. He reported that persons who were discharged for homosexuality scored better than both the other groups on measures related to school behavior and better on a measure of cognitive ability than other recruits, but scored worse than the two comparison groups on drug and alcohol use. He concluded that "with the exception of drug and alcohol use, homosexuals [who were discharged for homosexuality] resemble [on measures of preservice adjustment and cognitive abilities] those [recruits] who successfully adjusted to military life more so than those who are discharged for [other forms of military-defined] unsuitability" (p. iii).

In the second study on military suitability of lesbians and gay men conducted at PERSEREC, a conceptual study that does not report original data, Sarbin & Karols (1988) concluded that "studies of homosexual veterans make clear that having a same-gender or an opposite-gender orientation is unrelated to job performance in the same way as is being left- or right-handed" (p. 33).

These studies on military suitability, along with the other research I have discussed, leads me to the conclusion that lesbians and gay men are suitable for military service.

The Military's Justifications: A Social Science Perspective

This section provides a review of social science data relevant to the stated rationale underlying the ban. Before discussing those data, several general observations should be made.

First, the policy targets individuals' identity rather than their conduct.

Second, recent attention has focused primarily on military personnel who have disclosed to others that they are gay rather than those who are closeted. Although this has not always been the case (Bérubé, 1990), the DOD now appears willing to concede that its ranks inevitably will include some lesbians and gay men who remain in the closet (House Budget Committee Hearing, 1992; Moskos, 1992), a conclusion also supported by empirical research (Harry, 1984; Williams & Weinberg, 1971). The American public seems to believe that closeted gay people can function well in the military. A 1993

Newsweek national poll, for example, found that 72% of 663 adult respondents believed that "gays [can] serve effectively in the military if they keep their sexual orientation private" ("Newsweek Poll," 1993, p. 59).

Third, the military has not recently attempted to justify its policy on the basis of presumed differences in abilities or competence between heterosexuals and gay men and lesbians. Indeed, high-ranking officers have stated clearly that gay male and lesbian personnel are generally competent at their jobs. In 1990, for example, Vice-Admiral Joseph Donnell, commander of the Navy's surface Atlantic fleet, characterized lesbian sailors as generally "hard-working, career-oriented, willing to put in long hours on the job and among the command's top professionals" (Donnell, 1990, p. 2; Gross, 1990). Similarly, in congressional testimony, General Colin Powell, chairman of the Joint Chiefs of Staff, said that the reason for keeping lesbians and gay men out of the military "is not an argument of performance on the part of homosexuals who might be in uniform, and it is not saying they are not good enough" (House Budget Committee Hearing, 1992, p. 112; for empirical data supporting this point, see McDaniel, 1989). He further characterized individuals "who favor a homosexual lifestyle" as "proud, brave, loyal, good Americans" (Cassata, 1992, p. A-2; House Budget Committee Hearing, 1992, p.112).

Fourth, the argument that lesbians and gay men pose a security risk appears to have similarly been abandoned (GAO, 1992a; Moskos, 1992). On July 31, 1991, in testimony before the House Budget Committee, Secretary of Defense Dick Cheney referred to the policy concerning security clearances as "as old chestnut" (GAO, 1992a; House Budget Committee Hearing, 1991). In 1990, I published a paper in which I comprehensively reviewed the scientific literature relevant to sexual orientation as a criterion for security clearances and concluded that no justification existed for discrimination on that basis (Herek, 1990).

Fifth, although the DOD has not used AIDS transmission as a justification for the policy, others have. Such arguments are fallacious because in 1985 the DOD initiated a policy of screening all personnel regularly for human immunodeficiency virus (HIV), the cause of AIDS (Burrelli, 1992).

The discussion that follows is informed by these observations. Justifications for the present policy are evaluated according to whether they accurately reflect relevant differences between individuals with a lesbian or gay identity and those with a heterosexual identity, and whether the presence of openly gay individuals has a different effect on the military than does the presence of closeted men and women. I do not address issues that are no longer being argued by the military.

The Problem of Gays or A Problem of Heterosexuals' Beliefs?

In the current debate concerning military policy, the issue has often been framed as the "problem of gays" ("Pentagon's Boss Warns Clinton," 1993, photo caption, p. A-1). Yet,

once it is recognized that gay men and lesbians are not inherently unfit for military service, the crux of the "problem" shifts to heterosexuals' attitudes and beliefs about gay people. Supporters of the ban on military service by open lesbians and gay men appear to believe that heterosexuals, as a group, are incapable of overcoming their prejudices regarding sexual orientation. Historical and social science data, however, dispute this assumption. Training to reduce anti-gay prejudice in the private workplace and in schools has, in fact, proven effective in reducing fear of and resistance to the presence of homosexual individuals. In the past, the military has proved itself willing and able to attack prejudice and stereotypes based on race and gender within its ranks. The challenge of the 1990s may well prove to be to continue this tradition by eliminating barriers based on sexual orientation.

Survey data assessing the attitudes of heterosexual military personnel toward gay men and lesbians are not currently available, although the various service branches are in the process of conducting such research (e.g., Stepanek, 1992). In February of this year, the Los Angeles Times published the results of a poll conducted outside of 38 military bases in the continental United States and Hawaii (Healy, 1993). In that survey, 74% of the enlisted personnel who completed a questionnaire said that they disapproved of "lifting the ban on gays in the armed forces" (p. A23). The extent to which the results of this survey accurately represent the opinions of all service personnel, however, cannot be known. The sample was not a true probability sample and so we do not know how representative it is. In addition, the negative consequences that potentially could follow from expressing approval for lifting the ban (such as being suspected of being gay or lesbian) probably deterred some individuals who oppose the ban from answering truthfully or from participating in the survey at all. Nevertheless, given the existence of widespread hostility toward gay men and lesbians among U.S. civilians (Herek, 1991b), it is reasonable to assume that negative attitudes also exist within the military. Using the same logic, it is also reasonable to assume that some proportion, albeit currently unknown, of heterosexual military personnel currently hold favorable or neutral attitudes toward lesbians and gay men. As a consequence of the negative attitudes, the DOD believes that several problems would arise if openly gay personnel were allowed to serve.

The following section reviews some of the beliefs held by some members of the military that have been proposed as justifications for the ban on lesbian and gay people and considers scientific evidence relevant to those beliefs.

Problems in establishing close relationships. The DOD has expressed concern that unit cohesion and morale will be lowered because heterosexual personnel will be unable to establish close interpersonal relationships with lesbian or gay male service members. Survey data and laboratory studies, however, suggest that heterosexual personnel are capable of establishing such relationships. Roughly one American adult in three knows someone who is openly gay or lesbian (e.g., Herek, Capitanio, & Glunt, 1992). Heterosexuals who have a close relationship with a gay man or lesbian (e.g., as a friend

or close family member) are more likely than other heterosexuals to express favorable attitudes toward gay people as a group (W. Schneider & Lewis, 1984). A large body of social psychological research on prejudice indicates that providing opportunities for contact under favorable conditions is likely to reduce heterosexuals' negative feelings toward gay men and lesbians (Herek, 1991b).

Problems in working together. The military has also contended that its heterosexual members will not respect and obey an openly lesbian or gay male superior, and will not be willing to trust and work with lesbians and gay men. Historical and cross-cultural data are useful in evaluating this argument.

Bérubé (1990) provided extensive evidence that many lesbians and gay men served more or less openly in the U.S. military during World War II. Their sexual orientation was known to many of their heterosexual comrades, and they served effectively in combat with the respect and admiration of those comrades. Since World War II, published works and legal challenges to DOD policy have demonstrated that many gay people have served with distinction in the U.S. military, often with at least some of their peers and superiors knowing of their sexual orientation (Anderson & Smith, 1993; Bérubé, 1990; Gibson, 1978; Harry, 1984; Hippler, 1989; Humphrey, 1990; Murphy, 1988; Williams & Weinberg, 1971).

Furthermore, lesbians and gay men have been allowed to join the armed forces of other countries (e.g., Denmark, The Netherlands, and Sweden) without creating insurmountable problems (Benistant & Thuijsman, 1990; Harris, 1991; Tatchell, 1990; Tielman & de Jonge, 1988). Late in 1992, the Canadian government reversed its ban on lesbians and gay men in that country's armed forces (Claridge & York, 1992). In the United States, quasi-military organizations such as police and sheriffs' departments have successfully integrated openly lesbian and gay male officers into their ranks (GAO, 1992a; Gordon, 1993; Sarbin & Karols, 1988).

The entry of lesbians and gay men into military and quasi-military organizations has not been without incident. The Dutch military has observed antigay prejudice in its ranks and has implemented educational programs to counter such prejudice (Benistant & Thuijsman, 1990). In the United States, some police and sheriff's departments with openly gay members have encountered negative attitudes among their heterosexual personnel. In response, they have developed sensitivity training programs for their officers (GAO, 1992a; Gordon, 1993). The active involvement and leadership of high-ranking officers has been perceived to be important for the success of such programs (Benistant & Thuijsman, 1990; GAO, 1992a).

In summary, historical data and experiences in other organizations show that heterosexuals can work with openly gay people in military environments. Gay male and lesbian personnel are likely to encounter individual incidents of antigay prejudice that will necessitate sensitivity training and strong leadership from the DOD.

Problems in sharing living quarters. The DOD's justifications for its policy have suggested that certain situations pose insurmountable obstacles to integrating gay and heterosexual people. Specifically, the DOD has pointed to its need to deploy service members worldwide to settings in which they must live and work under conditions affording minimal privacy. The military has argued that heterosexual personnel would be so resistant to living and working in close quarters with openly gay women and men that unit cohesion would be dangerously lowered.

The focus of this argument has been the military's contention that heterosexuals would be unwilling to share sleeping quarters, latrines, and showers with lesbians or gay men. Moskos (1992), for example, argued, "Most women -- and many men -- dislike being stripped of all privacy before the opposite sex. Similarly, most heterosexual men and women dislike being exposed to homosexuals of their own sex. If feelings of privacy for women are respected regarding privacy from men, then we must respect those of straights with regard to gays" (p. 27).

This parallel between gender and sexual orientation is problematic for several reasons. Whereas males and females are segregated from an early age in public toilets and locker rooms, gay men and lesbians have grown up sharing such facilities with heterosexuals of their same gender. Consequently, they are likely to be habituated to the presence in such settings of one or more individuals whom they might find sexually attractive. Of necessity, they have developed the same behavioral patterns generally used by heterosexuals in such settings (e.g., gaze aversion and other behaviors that Goffman [1963] termed civil inattention). Indeed, fear of violence or harassment might lead gay men and lesbians to be exceptionally cautious in such settings. Although they might discreetly look at others' unclothed bodies, they probably do so in an unobtrusive manner -- perhaps with even greater discretion than the many heterosexuals who also look at others' bodies in such settings.

It should be recalled that gay men and lesbians currently serve covertly in the military. Hence, they already are present in the barracks and showers. Thus, the only change will be that possibly more persons will be known to be gay or lesbian and those persons will not be subject to discharge for that knowledge. For that reason there may be an increased vulnerability of gay people to physical attack.

Concerns about sharing showers and sleeping quarters should be evaluated within the broader context of empirical research on bodily modesty. Shawver (1987) defined bodily modesty as "a discomfort or embarrassment at having one's body perceived, especially undressed, or in partial undress, and especially in particular situations," such as using the toilet or bathing (p. 155; see also Shawver & Kurdys, 1987). Although people first develop their attitudes and beliefs about bodily modesty during childhood and adolescence (Parke & Sawin, 1979; Rosenfeld et al., 1984), they adapt to new circumstances throughout life by revising their personal standards of modesty when necessary.

Such adaptation has been observed in a variety of settings, including college dormitories (Vivona & Gomillion, 1972), medical environments (Millstein, Adler, & Irwin, 1984), and prisons (Shawver, 1987; Shawver & Kurdys, 1987). Female U.S. military personnel in the Persian Gulf War reported adjusting to frequent intrusions from males and a general lack of privacy for dressing, bathing, and using the latrine. They reported that modesty needs often assumed less importance than other needs, such as hygiene (D. Schneider & Schneider, 1992).

Concerns about bodily modesty are not limited to concerns at being viewed by a gay person of one's own gender or a heterosexual of the other gender. Heterosexual military personnel may have a general wish not to be viewed in a state of undress or in private functions by anyone, regardless of gender or sexual orientation. Some people prefer not to be seen undressed or engaging in private functions by heterosexuals of their own gender (e.g., Vivona & Gomillion, 1972), members of their immediate family (Parke & Sawin, 1979; Rosenfeld et al., 1984), and even sexual partners (Brecher, 1984; Kinsey et al., 1948; Kinsey et al., 1953). Military life, however, has traditionally demanded adaptation from such individuals. Submitting to preinduction examinations and living in a barracks, for example, have required that personnel undress in front of others, regardless of their own wish not to do so or their personal standards of bodily modesty (e.g., Bérubé, 1990; Humphrey, 1990). Although encountering openly gay people in such settings may initially be novel to some heterosexuals, they can be reasonably expected to adapt to such experiences in the same way that they have adapted to other aspects of military life.

Recruitment and retention. The DOD has argued that public acceptability of military service will decrease if openly gay personnel are accepted for service, and that a reversal of the antigay ban will interfere with the military's ability to recruit and retain heterosexual members. No data exist to test these assumptions directly. Public attitudes toward an institution as large and complex as the military, however, inevitably are multifaceted. Similarly, it is likely that most men and women have multiple motivations for enlisting in the armed forces. Consequently, a reversal of any single personnel policy is unlikely to create a radical, enduring shift in support for the military.

Data are available concerning public attitudes toward allowing lesbians and gay men to serve in the military. The Gallup poll has assessed public opinion on this topic in a series of telephone surveys with national probability samples since 1977. Gallup has found increasing support for employment rights for lesbians and gay men in many fields, including the military. A 1992 poll, for example, showed that although most Americans (57%) still did not regard homosexuality as an acceptable lifestyle, an even larger majority (74%) felt that "homosexuals should have equal rights in terms of job opportunities" (Hugick, 1992, p. 3). When asked whether "homosexuals should or should not be hired" for specific occupations, 57% responded that they "should be hired" for military service (p. 3). This compared with 51% who felt that gay people should be

allowed to serve in 1977, the first time Gallup posed the question (Hugick, 1992). In 1992, the right to serve in the military was supported by a majority of women and a plurality of men, and by majorities of Whites and non-Whites, people at all income and educational levels, and people in all geographic regions (Hugick, 1992).

After President Clinton announced his intention to reverse the policy, however, public opinion appeared to become more polarized and volatile. When a Time/CNN poll (conducted on January 13-14, 1993) asked whether "gays and lesbians should be banned from the military," 57% of the sample responded that they should not be banned ("Public Views," 1993), consistent with the earlier Gallup poll (Hugick, 1992). But a New York Times/CBS News poll (conducted on January 12-14) found that 48% opposed "permitting homosexuals to serve in the military," whereas only 42% favored it ("Public Views," 1993). When a Gallup/Newsweek poll (conducted January 21-22, 1993) asked "Should Clinton delay his promise to lift restrictions on gays in the military if it will produce morale and readiness problems?" 49% responded yes, compared to 40% no ("Newsweek Poll," 1993, p. 59).

It is possible that these disparate findings resulted in part from differences in item wording (e.g., the Time/CNN item asked about "banning" whereas the New York Times/CBS item asked about "permitting") and from the way the issue was framed (e.g., the Gallup/Newsweek item specified possible negative outcomes and asked whether Clinton should delay -- not reverse -- his decision). An additional explanation is that the public supports allowing gay people to serve in the military when the issue is framed solely in terms of employment rights (as in the Gallup series between 1977 and 1992), but becomes more polarized when gay rights are portrayed as antithetical to military effectiveness. Nevertheless, it is striking that 40% of the Gallup/Newsweek respondents felt that the president should proceed in reversing the policy, even if doing so would produce morale and readiness problems.

The extent to which public support for or opposition to the policy on homosexuality affects overall attitudes toward the military remains unknown. It appears, however, that widespread acceptance for a new policy will not be forthcoming until most Americans are convinced that the armed forces will not be unduly disrupted or impaired.

Considerations on Implementing A Nondiscriminatory Policy

Anti-Black attitudes were widespread in the U.S. military when President Truman ordered an end to racial discrimination in the armed forces in 1948 (Ambrose, 1972; Hope, 1979). Indeed, the arguments used against racial integration were remarkably similar to those that have been recently articulated against lesbians and gay men. For example, in 1942 a General Board commissioned to consider the integration of African Americans in the Navy submitted its report, concluding that "the enlistment of negroes for unlimited general service is inadvisable." The board provided the following rationale

for its conclusion:

> Enlistment for general service implies that the individual may be sent anywhere -- to any ship or station where he is needed. Men on board ship live in particularly close association: in their messes, one man sits beside another; their hammocks or bunks are close together; in their common tasks they work side by side; and in particular tasks such as those of a gun's crew, they form a closely knit, highly coordinated team. How many white men would choose, of their own accord, that their closest associates in sleeping quarters, at mess, and in a gun's crew should be of another race? How many would accept such conditions, if required to do so, without resentment and just as a matter of course? The General Board believes that the answer is "Few, if any," and further believes that if the issue were forced, there would be a lowering of contentment, teamwork and discipline in the Service. (Navy General Board, 1942, p. 1)

Notwithstanding beliefs such as those expressed by the Navy in 1942, the military, proved itself willing and able to deal with such prejudice (Day, 1983; Hope, 1979). Because many of the same social psychological processes underlie majority group members' attitudes toward both racial and sexual minorities (Herek, 1987), the military's past experience suggests that it is capable of reducing antigay prejudice in its ranks. Some suggestions are offered below. These suggestions are presented under three headings: policy; education and training; and research.

Policy

Identity versus sexual behavior. In drafting a uniform code of sexual conduct, the DOD should avoid equating all public manifestations of a gay identity (including involvement in a relationship) with inappropriate sexual behavior. Gay men and lesbians tend to be perceived by heterosexuals entirely in terms of their sexuality (Herek, 1992). Some heterosexual personnel, for example, may perceive lesbians or gay men to be flaunting their sexuality when they merely identify themselves as lesbian or gay, or when they display a partner's photograph in a setting in which heterosexuals are allowed to do so. Such perceptions result from the lack of nonsexual social roles and identities for lesbians and gay men comparable to those available to heterosexuals through institutions such as marriage. Consequently, conduct that is regarded as innocuous when performed by a heterosexual (e.g., stating that one is married, greeting a spouse with a kiss) can be perceived as an inappropriate public manifestation of private sexuality when performed by a lesbian or gay man. Gay people should be allowed to engage in the same sorts of behaviors that are allowed for heterosexuals. This will require education and sensitivity training to ensure that heterosexuals perceive such behaviors accurately (i.e., in nonsexual terms).

Sexual harassment. Much of the discussion concerning same-gender sexual harassment has been characterized by the application of a double standard. Throughout the previously quoted memorandum from Vice-Admiral Donnell (1990), for example,

male-female sexual harassment was understood as a specific behavior that is unacceptable, but female-female harassment was identified with a type of person who is unacceptable. Donnell suggested that all lesbians should be discharged, but that heterosexual men should be individually punished (and not necessarily by discharge) only if they actually harassed a woman. Thus, homosexuality was equated with same-sex harassment, whereas no comparable linkage was made between heterosexuality and male-female harassment.

However, empirical data indicate that male-female sexual harassment is a more prevalent problem than same-gender harassment throughout the military. A 1988-1989 DOD survey (N = 20,249 women and men), the first major study of sexual harassment in the military, found that 64% of the women responding had experienced uninvited and unwanted sexual attention during the previous year, almost all of it from men. More than one third reported some form of direct harassment, such as touching, pressure for sexual favors, or rape. More than 70% of the women who had been harassed reported experiencing three or more different forms of harassment (Martindale, 1991; Schmitt, 1990).

The problem of male-female sexual harassment in the military – and the military's unwillingness or inability to investigate and punish offenders – has been dramatized repeatedly. In 1992, reports surfaced of extensive sexual assaults of female Navy personnel at the annual Tailhook Association convention (Ness, 1992; Schmitt, 1992); a tripling in rapes reported on Navy bases and ships since 1987 (Warner, 1992a); a risk for rape among female Army personnel that was 50% higher than the comparable civilian rate (Warner, 1992b); and the suicide of an Army soldier who, after filing a formal complaint about repeated sexual harassment by her superiors, was herself charged with conduct unbecoming a soldier (Marinucci, 1992).

The point of this discussion is not to excuse same-gender sexual harassment, nor to minimize its seriousness. Rather, it is to disentangle discussions of sexual harassment from the debate surrounding the military's policy toward gay men and lesbians. Clearly, any sexual harassment is unacceptable, regardless of the genders of individuals involved. However, sexual harassment should be dealt with as a form of conduct rather than as a characteristic of a class of people.

The emphasis in military policy should be on parity of treatment among homosexual, bisexual, and heterosexual persons. The same level of sanctions should apply for misconduct regardless of sexual orientation.

Education and Training

The goals of education and training. DOD education programs about lesbian and gay people should have as their ultimate goals that heterosexual military personnel will accept their gay male and lesbian counterparts because this is what a good soldier,

sailor, or marine does (the psychological process of identification) or because this is the right thing to do (the psychological process of internalization). Until that goal is reached, however, antigay harassment, discrimination, and violence should be prevented by creating compliance (i.e., conformity to policy to avoid punishment or to gain rewards; Kelman, 1961). This is especially important in order to prevent physical violence against gay male and lesbian personnel. The military should take a firm and highly publicized stand that violence against gay personnel is unacceptable and will be punished quickly and severely.

Cognitive and motivational processes. The military also should be aware of the psychological processes that perpetuate stereotyping and prejudice. In their interactions with lesbians and gay men, for example, heterosexuals often notice only those characteristics that are congruent with their preexisting stereotypes about gay people (selective perception) and fail to remember experiences inconsistent with their stereotypes (selective recall) (Herek, 1991b). Through education and sensitivity training for all personnel, from the senior command to new recruits, the military can modify these cognitive patterns.

In addition, the military should recognize that expressing antigay attitudes can serve a variety of psychological functions for heterosexuals (Herek, 1987, 1991b). It can express values important to one's self-concept, secure approval from important others, and reduce anxiety resulting from unresolved psychological conflicts. In turn, antigay prejudice can be eradicated most effectively through interventions that attack the primary psychological functions that it serves. This means that different strategies will be necessary for changing the antigay attitudes held by different individuals (see Herek, 1991b).

Interpersonal contact experiences. Empirical research has consistently demonstrated that heterosexuals who have a close personal relationship with a lesbian or a gay man are more likely than other heterosexuals to express generally favorable attitudes toward all gay people (Herek et al., 1992). The military can reduce antigay prejudice by fostering the development of positive social relationships between heterosexual and gay personnel in a supportive environment in which common goals are emphasized, prejudice is negatively sanctioned, and heterosexual personnel learn to regard gay men and lesbians as complex individuals rather than simply as members of a disliked social category (Allport, 1954; Amir, 1969; Brewer & Miller, 1984).

Normative expectations and definitions of the situation. The DOD has considerable power to influence how military working and living situations are defined. Beginning with basic training, therefore, norms should be established for all personnel to reduce the likelihood that friction will develop between heterosexuals and gay people. One such normative belief to be encouraged is that sexual orientation is irrelevant to

performing one's duty, and that everyone should be judged on her or his own merits. Another norm is that sexual harassment is unacceptable and will be punished, regardless of the gender of the people involved. A third norm to be encouraged is that intimate situations (such as sleeping quarters and the latrine) are not sexual; behaviors that encourage this definition of the situation -- such as civil inattention to others' nudity (Goffman, 1963) -- are appropriate. Much of the literature on bodily modesty indicates that an appropriate shared definition of the situation greatly facilitates adaptation to environments in which intrusions on personal modesty are required (Ragan & Pagano, 1987; H.W. Smith, 1980; Vivona & Gomillion, 1972; Weinberg, 1964, 1965).

Research Needs

A substantial body of social science research is available for guidance in implementing a rescission of the policy. In addition to using insights from the social science literature, the DOD should conduct original empirical research to develop a better understanding of its own specific needs and opportunities for reducing prejudice. First, descriptive data could be collected concerning military personnel's current stereotypes and prejudices about lesbians and gay men. The goal of such research would not be to document that resistance to a nondiscriminatory policy exists (undoubtedly it does), but rather to identify where such resistance is strongest (e.g., specific demographic or occupational groups) and how it can be eliminated most effectively.

Second, the military could benefit from studying the experiences of other organizations with openly gay male and lesbian personnel. These include quasi-military organizations (e.g., law enforcement agencies) and the armed forces of other countries where openly gay personnel are admitted (e.g., The Netherlands, Sweden, and Denmark). Those organizations provide a natural laboratory for identifying any problems that may arise (and their solutions) when openly gay personnel are allowed to serve (e.g., Benistant & Thuijsman, 1990). In this regard, the U.S. military may benefit from the experiences of the Canadian armed forces as they begin to integrate openly gay men and women into their ranks.

Finally, the military would profit greatly from examining its own past experiences with racial and gender integration to identify ways in which programs designed to reduce prejudice and to facilitate integration of minority groups might be applied to sexual orientation. Some lessons learned through programs such as the Defense Race Relations Institute (DRRI) and its successor, the Defense Equal Opportunity Management Institute (DEOMI) are likely to be applicable (Day, 1983; Hope, 1979). It is clear that, even in a hierarchical institution such as the military, long-standing prejudice against minority group members cannot simply be ordered out of existence. It also is evident that the military has the capability of instituting programs that will systematically reduce barriers to minority service and change the attitudes of members of the majority group (Day, 1983; Hope, 1979).

Conclusions

Consideration of the President's plan to rescind the policy that gay and lesbian people should not serve in the military should include a rational and empirical analysis of the issues and a careful examination of the scientific evidence available.

On the basis of a substantial scientific literature, we conclude that gay and lesbian people are suitable for military service.

There are a number of beliefs about gay and lesbian people, about their suitability for military service, and about heterosexuals' fears and prejudices that are currently real problems for rescinding the ban. However, our analysis of those beliefs does not indicate that they are insurmountable. To the contrary, the military appears to us to be an institution well experienced and qualified to effectively deal with those problems.

Lifting the ban on homosexuals in the military can proceed most successfully if the following recommendations are followed:

(1) establish clear norms that sexual orientation is irrelevant to performing one's duty and that everyone should be judged on her or his own merits;
(2) eliminate false stereotypes about gay men and lesbians through education and sensitivity training for all personnel;
(3) set uniform standards for public conduct that apply equally to heterosexual and homosexual personnel;
(4) deal with sexual harassment as a form of conduct rather than as a characteristic of a class of people; establish that all sexual harassment is unacceptable, regardless of the genders or sexual orientations of individuals involved;
(5) take a firm and highly publicized stand that violence against gay personnel is unacceptable and will be punished quickly and severely; attach stiff penalties to antigay violence perpetrated by military personnel.

Mr. Chairman, thank you for the opportunity to testify today on behalf of APA and NORDSOM. I will be happy to answer any questions that members of the committee may have.

ENDNOTES

1. Prior to World War II all the United States criminalized some forms of consensual sexual behavior, including certain sexual acts between members of the same sex. Beginning in the 1960s, however, there has been a trend for such laws to be repealed. Today the majority of the states have no laws criminalizing any form of consensual private noncommercial sexual behavior among adults. In the states with such laws still in effect, approximately one half prohibit certain sexual acts regardless of the sex of the participants and the other half prohibit only sexual acts between members of the same sex.

2. A mental disorder is "a clinically significant behavioral or psychological syndrome or pattern that occurs in a person and that is associated with present distress (a painful symptom) or disability (impairment in one or more important areas of functioning) or with a significantly increased risk of suffering death, pain, disability, or an important loss of freedom." (American Psychiatric Association, 1987, p. xxii)



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

ORAL STATEMENT OF

Gregory M. Herek, Ph.D.
Associate Research Psychologist
University of California at Davis

on behalf of

THE AMERICAN PSYCHOLOGICAL ASSOCIATION

and

NATIONAL ORGANIZATIONS RESPONDING TO DISCRIMINATION ON THE BASIS OF SEXUAL ORIENTATION IN THE MILITARY (NORDSOM)

on

The Policy Implications of Lifting the Ban on Homosexuals in the Military

before the

Committee on Armed Services
U.S. House of Representatives

May 5, 1993

750 First Street, NE
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Mr. Chairman and members of the Committee, I am pleased to have the opportunity to appear before you today to provide testimony on the policy implications of lifting the ban on homosexuals in the military. I am testifying on behalf of the American Psychological Association (APA) and National Organizations Responding to Discrimination on the basis of Sexual Orientation in the Military (NORDSOM). I want to thank you for addressing your attention to this matter.

My name is Gregory Herek and I am a research psychologist at the University of California at Davis. I have been conducting empirical social psychological research on homosexuals' attitudes toward and opinions about lesbians and gay men for more than 15 years, and I have published more than a dozen original articles on this and related topics in peer-reviewed scholarly journals.

My written testimony to the Committee summarizes the results of an extensive review of the relevant published research from the social and behavioral sciences. That review is lengthy. However, I can summarize its conclusions in a few words: The research data show that there is nothing about lesbians and gay men that makes them inherently unfit for military service, and there is nothing about heterosexuals that makes them inherently unable to work and live with gay people in close quarters.

Definitions

Before I expand on those conclusions, I would like briefly to define some terms. By gay men and lesbians, I mean people whose personal identity includes an

understanding of themselves as primarily attracted to others of their own gender in their romantic and sexual relationships. Heterosexuals are individuals whose personal identity includes a primary sexual and romantic attraction to persons of the other gender. Bisexuals are people with significant attractions to both genders.

These definitions emphasize personal identity, which is distinct from sexual conduct. Sexual behavior is not always consistent with the label that an individual attaches to himself or herself. Some people who consider themselves to be heterosexuals nevertheless engage in homosexual behavior. Similarly, some gay men and lesbians engage in heterosexual behavior but still consider themselves to be gay. And people can identify themselves as gay or heterosexual even when they are celibate.

These distinctions are important because enforcement of the current policy has often been directed at people on the basis of their identity rather than their private sexual behaviors. Many of the highly-publicized cases of military discharge for homosexuality have involved individuals who simply declared themselves to be gay or lesbian, without any evidence that they had engaged in homosexual behavior while in the military.

With these definitions in mind, I would like to address two questions that have been raised repeatedly in the current discussion surrounding the military ban on service by gay men and lesbians.

Gay Men and Lesbians Are Not Unfit To Serve

The first question is whether lesbians and gay men are inherently unfit for service. In the current debate, some consensus seems to have been reached that gay people are just as competent, just as dedicated, and just as patriotic as their heterosexual counterparts. However, questions still are raised concerning whether the presence of openly gay military personnel would create a heightened risk for sexual harassment, favoritism, or fraternization.

Obviously, data are not available to address these questions directly because the current policy has made collection of such data impossible in the military. However, based on research conducted with civilians, as well as reports from quasimilitary organizations in the United States (such as police and fire departments) and the armed forces of other countries, there is no reason to expect that gay men and lesbians would be any more likely than heterosexuals to engage in sexual harassment or other prohibited conduct. We know that sexual orientation is not associated with impaired psychological functioning. In addition, there is no reason to believe that gay men and lesbians are less able than heterosexuals to control their sexual or romantic urges, to refrain from the abuse of power, to obey rules and laws, to interact effectively with others, or to exercise good judgment in handling authority.

Concerns About Morale and Cohesion

The second question I would like to address is whether unit cohesion and morale would be harmed if openly gay personnel were allowed to serve. Would

heterosexual personnel refuse to work and live in close quarters with lesbian or gay male servicemembers? This question reflects a recognition that lesbians and gay men are stigmatized in our society, and that this stigma leads many heterosexuals to hold false stereotypes about them and unwarranted prejudices against them.

As with the first question, we do not currently have data that directly answer questions about morale and cohesion. We do know, however, that heterosexuals are fully capable of establishing close interpersonal relationships with gay people and that perhaps as many as one-third of the adult heterosexual population in the U.S. has already done so. We also know that heterosexuals who have a close ongoing relationship with a gay man or a lesbian tend to express favorable and accepting attitudes toward gay people as a group. And it appears that ongoing interpersonal contact in a supportive environment where common goals are emphasized, and prejudice is clearly unacceptable, is likely to foster positive feelings toward gay men and lesbians. Thus, the assumption that heterosexuals cannot overcome their own prejudices toward gay people is a mistaken one.

Recommendations and Conclusion

In summary, neither heterosexuals nor homosexuals appear to possess any characteristics that would make them inherently incapable of functioning under a nondescriminatory military policy. In my written testimony, I have offered recommendations for implementing such a policy, which I will be happy to discuss. Perhaps the most important of these is that the military should establish clear norms that sexual orientation is irrelevant to performing one's duties and that everyone

should be judged on her or his own merits.

Undoubtedly, implementing a new policy will involve challenges that will require careful and planned responses from the military leadership. This has been true for racial and gender integration, and it will be true for integration of open lesbians and gay men. The important point is that such challenges can be successfully met. The real question for debate is whether the military, the government, and the country as a whole are willing to meet them.

Mr. Chairman, thank you for the opportunity to testify today on behalf of APA and NORDSOM. I will be happy to answer any questions that members of the committee might have.

AMERICAN PSYCHOLOGICAL ASSOCIATION

NEWS

EMBARGO: NOT FOR RELEASE UNTIL 6:00 PM (EDT), MAY 4, 1993

RESEARCH ADDRESSES SOME FEARS ABOUT LIFTING THE MILITARY'S BAN ON GAYS AND LESBIANS

Suggestions for Implementing a Nondiscriminatory Policy Are Offered

WASHINGTON -- The current debate surrounding the military's exclusion of gay men and lesbians is based on the mistaken assumption that heterosexuals cannot overcome their prejudices regarding sexual orientation, according to a report in the May issue of the American Psychological Association's (APA) *American Psychologist*. The article, "Sexual Orientation and Military Service: A Social Science Perspective," was written by Gregory M. Herek, Ph.D., an associate research psychologist at the University of California at Davis.

Based on extensive review of published scientific research, Dr. Herek reached three principal conclusions: (1) that heterosexual personnel can overcome their prejudices and adapt to living and working in close quarters with lesbian and gay male personnel; (2) that lesbians and gay men are not inherently less capable of military service than are heterosexual women and men; and (3) that acceptance of a new policy will be influenced by whether the public understands that the presence of openly gay and lesbian personnel will not impair combat effectiveness.

Dr. Herek noted that some members of the military and Congress have expressed concern that unit cohesion and morale will be lowered if heterosexual personnel are

-- more --

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unable to establish close interpersonal relationships with lesbian or gay male servicemembers. But his review of survey and laboratory data indicated that heterosexual personnel are capable of establishing such relationships. Dr. Herek pointed out that roughly one American adult in three knows someone who is openly gay or lesbian, and that heterosexuals who have a close ongoing relationship with a gay man or lesbian tend to express favorable attitudes toward gay people as a group.

"Ongoing interpersonal contact under favorable conditions," said Dr. Herek, "is likely to foster positive feelings toward gay men and lesbians." Such favorable conditions, he noted, include a supportive environment in which common goals are emphasized, prejudice is negatively sanctioned and heterosexual personnel learn to regard gay men and lesbians as complex individuals rather than simply as members of a disliked social category.

Dr. Herek notes that one of military's main concerns is that lesbians and gay men will have "a propensity to engage in sexual harassment." But he points out that research has found that levels of sexual drive and frequency of sexual activity are not related to sexual orientation and that "gay men, lesbians and heterosexual people alike display wide variability in their level of sexual activity."

Also, Dr. Herek said, no evidence exists to support the belief that lesbians and gay men are more likely than heterosexuals to possess any psychological characteristics that would make them less capable of controlling their sexual or romantic urges, of refraining from the abuse of power, of obeying rules and laws, of interacting effectively with others or of exercising good judgment in handling authority.

Because hostility toward gay men and lesbians exists in the civilian world, the

Department of Defense (DoD) has argued that those negative attitudes will also exist in the military and create problems if openly gay personnel were allowed to serve. But Dr. Herek points out that current research examining the military before DoD implemented the policy on sexual orientation found that many lesbians and gay men served more or less openly in the military during World War II and served effectively in combat with the respect and admiration of their comrades.

In other countries, such as Denmark, The Netherlands and Sweden, lesbians and gay men have been allowed to join the armed forces without creating insurmountable problems, Dr. Herek said. And in quasi-military organizations in the U.S., such as police and sheriff's departments, "openly lesbian and gay male officers have been successfully integrated into their ranks," Dr. Herek added.

Dr. Herek offered a variety of suggestions to the military for implementing a nondiscriminatory policy:

- Take a firm and highly publicized stand that violence against gay personnel is unacceptable and will be punished quickly and severely. Attach added penalties to antigay violence perpetrated by military personnel.
- Eliminate false stereotypes about gay men and lesbians through education and sensitivity training for all personnel.
- Inculcate clear norms that sexual orientation is irrelevant to performing one's duty and that everyone should be judged on her or his own merits.
- Deal with sexual harassment as a form of conduct rather than as a characteristic of a class of people. Establish that any sexual harassment is unacceptable, regardless of the genders of individuals involved.

"In the past," concluded Dr. Herek, "the military has proved itself willing and able to attack prejudice and stereotypes based on race and gender within its ranks. The challenge of the 1990s may well prove to be to continue this tradition by eliminating barriers based on sexual orientation."

Article: "Sexual Orientation and Military Service," by Gregory M. Herek, Ph.D., University of California at Davis. *American Psychologist*, Vol. 48, No. 5, pp. 538-549.

(Full text available from the Public Affairs Office)

The American Psychological Association (APA), in Washington, DC, is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. APA's membership includes more than 114,000 researchers, educators, clinicians, consultants and students. Through its divisions in 48 subfields of psychology and affiliations with 57 state and Canadian provincial psychological associations, APA works to advance psychology as a science, as a profession and as a means of promoting human welfare.

# # #

Appendix

National Organizations Responding to Discrimination on the Basis of Sexual Orientation in the Military

The **American Counseling Association** is the largest organization of professional counselors with nearly 60,000 members representing well over 200,000 professionals across the country. These practitioners provide mental health, rehabilitation, substance abuse, employment, educational and other counseling services in a variety of settings, including the Armed Services. Professional counselors work with members of the Armed Services and their dependents, veterans, and civilian employees.

The **American Nurses Association (ANA)** is the only full-service professional organization representing the nation's two million registered nurses through its 53 constituent associations. ANA advances the nursing profession by fostering high standards of nursing practice, promoting the economic and general welfare of nurses in the workplace through a comprehensive workplace advocacy program, projecting a positive and realistic view of nursing to the public, and by working with the U.S. Congress and regulatory agencies on issues affecting nurses and the public. There are nearly 13,000 registered nurses on active duty in the U.S. and more than 24,000 in the Reserve/Guard.

The nation's oldest medical specialty society, the **American Psychiatric Association represents** 38,000 physicians who specialize in the diagnosis and treatment of mental illness. From practicing psychiatrists to neurobiological researchers, its membership represents a range of professional interests, including military psychiatry. In addition to their roles as physicians and mental health professionals, military psychiatrists serve as key advisors to the armed forces surgeons general and military medical center administrators.

The **American Psychological Association (APA)** is the leading scientific and professional society representing psychology in the United States, and is the world's largest association of psychologists. APA's membership includes more than 114,000 scientists, educators, clinicians, consultants, and students. Through its divisions in 48 subfields of psychology and affiliations with 54 state and Canadian provincial psychological associations, APA works to advance psychology as a science, as a profession, and as a means of promoting human welfare. One subfield is military psychology, whose members may be military or civilian, and who conduct research on military issues or practice psychological principles within a military environment.

The **National Association of Social Workers (NASW)** is the largest organization of professional social workers in the world with 145,000 members. Social workers currently provide over half of all mental health counseling in the country. Social workers are members of the uniformed services and civilian workforce of the Department of Defense.

Social workers in the military provide services to armed forces personnel involved in combat and humanitarian missions overseas as well as noncombat-related services to military personnel and families in the areas of mental health, health, substance abuse, family preservation, child and spouse abuse, and other family support services.

SIECUS is committed to the basic principle that sexuality is a natural and healthy part of living and that each individual must have the right and the ability to make responsible sexual choices. SIECUS is a national nonprofit organization with over 2,500 members, including sexuality educators, university educators, family planning providers, psychologists, social workers, and other professionals focused on sexuality education and sexual rights issues. Founded in 1964, SIECUS provides technical assistance and information clearinghouse services on a range of sexuality issues.

FILE
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OFFICE OF SECRETARY OF DEFENSE
Military Working Group

1. Date: 13 May 93

2. Operation Code

X - Originator or office affixing routing sheet
A - Appropriate action
B - Guidance
C - Signature
D - Comment
E - Recommendation
F - Concurrence
G - Information
H - Return to: _____
I - Initial
J - Disposition
K - Decision
L - Retention
O - (Other) _____

3. Subject

Statements from Individual Marines concerning lifting the ban.

ROUTING - use numbers to show order of routing
use 'C' for CONCURRENT routing

4. Rtg.	5. Opr-Code	6. Addressees	7. Date In	7. Date Out	8. Initials Concur	8. Initials Nonconcur
i	GL	LTGEN ALEXANDER				
1	GL	MG OTJEN				
1	GL	RADM REDD				
1	GL	BRIGGEN DAVITTE				
1	GL	RADM LOY				
1	GL	BGEN MILLER				
1	GL	STAFF DIRECTOR				
		DPTY STAFF DIR				
		DPTY FOR SPEC PROJ				
		SJA				
	X	OPS & PLANS DIR	13 May			
		OPS OIC				
		PLANS OIC				
		COMM/ADP				
1	GL	PANEL COOR DIR				
1	GL	PERS PANEL OIC				
1	GL	OPS PANEL OIC				
1	GL	SERV LIFE PANEL OIC				
1	GL	LEGAL OIC				
		RESOURCE MGMNT DIR				
		LOGISTICS OIC				
		BUDGET OIC				

9. Nature of Action Required	Originator's Initials	Due Date (if any)
Routine		—
Urgent	—	—

10. References Held by (Name, Grade, Office Code, Telephone ext)

—

11. Remarks and Signature (If additional space is necessary, attach plain paper)

1. Attached for information are statements from members of 1ST LT Chleski's platoon. LT Chleski read excerpts from the statements during the DSAC Service Panel presentation on 13 May.

M W Hagee

00030

Serial:

From:
MTMCO
1ST MAINT BN 1ST FSSG

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Homosexuals are for the most part a debatable issue of mental or physical illness however insofar as the end results of homosexuality it is understood as being IMMORAL and ... ity and legality are the issue in the military community. To legally authorize homosexuals in the military would be a simple pen change to the civil rights and UCMJ but for strait Marines this would not be that simple of a task. They would have to change all that they have been taught from birth to the present. Most couldn't while others wouldn't. To compare the Gay's with racial non-acceptance is ludicrous because all men are created equal but Gay's have made this choice themselves. To force non Gays to accept to that law would be an infringement on their rights. And this would have a adverse impact on the Marine and the Marine Corps. We as Marine leaders would meet this challenge that would come from this head on. But why should we. The Gays are such a small population it would be effort to destroy our corps over or to go forward as we are united this is the true esque has been proven

CWO Chaffin. M.

GAY'S IN THE MILITARY.

WHEN discussing THE issue on A political standpoint it seems just fine, but THE individuals in session are not in THE military. (our Commander and Chief) is THE person we have to take orders from, but is THE information being fed back even being considered? Not all Campaign promises can be fullfilled. Congress can help THE morale + motivation of A good percentage of military just by voting or saying No. SAFETY is also A big picture. Not only do we have to take care (special care) of THE GAY individuals but also THE one's who may find themselves in such A predicament. Hopefully not. Violence will breakout. IT has been done in THE past + no doubt it will happen again. We will also have conflicts in housing all personnell. One may not want another living with them. We can have THE attitude of "TOUGH" or "Oh well" they have to live together. It's not that easy. We, THE Marines are known for being AMERICAS FIERCE FIGHTING MACHINE. Is our quality going to suffer, damage, or hurt our productivity of Marines. I personally Am against Gay's in THE military + have delt with them personally + its not easy. Yes I will follow my orders but I may not like them. Unfortunately not all will do THE same. We say "sure it will work because other countries have done it." Too bad + those people in those countries didn't have A choice. They had to do it, and live with it or they would lose everything they had to include their lives.

Respectfully Submitted

SSGT USMC

My opinion concerning gay's on the Marine corps or any military service, is one of great concern about the welfare and morale of troops. For those who live in the barracks & feel it would be very difficult to live with an admitted gay. I have heard many 00030 troops talk about this subject and feel it is not so much an attitude of discrimination but one of personal comfort. If a marine is not comfortable with his or her roommate it can cause great conflict, in which case I do not feel the strait marine would be at complete fault.

Also I feel it would 00030 be very difficult to believe in an admitted gay as a leader. Be they a fire-team leader a platoon Sgt or a company commander. Leaders should be looked as good, fair, and firm people without obvious internal conflict with their morals.

I feel it could bring 00030 great unrest within the unity of the Marine Corps and the other military services.

Lets try to remember our Corps values

Respectfully submitted
Michael C Block
C.M. Block USMC

Gays in the military, that's the question. In my opinion, this could be the downfall of the whole military system. When someone says that they are in the military, you picture a strong hardcore individual, with morals and standards above the normal person. But, a gay or lesbian person standards and morals are not up of a person that should be in the military. There are several reasons why gays should not be allowed in the military and I shall state a few.

00030

First of all, the chance of someone getting AIDS from someone that is gay. Second, what if someone in a unit finds out that someone in there platoon & unit is gay. The abuse and physical abuse that could happen could easily get out of hand. The many reason could go on and on. A gay person is just not what the military needs in this day and age. To sum this all up gays are not "wanted in the military and when the Marine corp says, we need a few good men," we didn't mean a few Gay men.

00030

Lance Corporal Godfrey Signed

930511

My opinion on Homosexuals in the Marine Corps is very flexible but the idea of enlisting knowing that there may be a possible chance that you can contract AIDS is a great deterrent ..... I think there's no place for homosexuals because of the outlook on other countries and the patriotism of our own people ... I think its un-Marine to be a fag and still have the same title Marine.

CPL Hollis Eric C.
298700751

00030

To whom it may concern also
a Corpral serving in the United
States Marine Corps.

I feel it would greatly disrupts
our armed service., Reason one it
opens the door to more health problem
~~for~~ military. Two of the bill to passed
would have of more gays in military trying
to get married and get base homes
and all the benefit of married couple.
Myself being a marine would have a
very hard time adopting to a person
that suppe their gay.

Also feel if the bill is
every passed. letting gay service in
the military. President elect Clinton would
have ~~not~~ problem reducing the size of
Armed forces.

00030

00030

Cpl Hill Freddie
Freddie M Hill

00030

In my opinion, Gays in the Military ~~is~~ would not be a good idea for several reasons. The first of those is that it strikes very hard at morale in the Military because there is no one in the Military that will feel comfortable showing to them, or even share a foxhole with someone that is Gay and if a servicemember in the Military is not comfortable to where he trusts the servicemember then there can't be any good morale because like the incident in North Carolina where either two or three Marines I don't know which, killed a servicemember. I am not for sure if the Marines were propositioned by the Gay servicemember or not. The violence within the Military because believe it or not there are still ~~Freedom~~ prejudice people in this world & some of them are in the Military. Until there is no prejudice in the world then the ban on Gays in the Military should not be lifted to save trouble and violence in the Armed Services. Health, is another factor in Gays in the Military the Aids virus that is very apparent is ~~on~~ the ~~1st~~ first thing on everyones mind when you mention Gays is the Aids virus, true, the virus cannot be contracted from physical touch the combat situation is something to think about is the field medic, or corpsman going to shy away from treating someone that has just suffered a loss of an arm or a leg and is bleeding all over the place is he going to say well he might have Aids so I am not going to touch him, let him die. Can we have this kind of indecision in the face of life or death? Do they really think in a combat situation there aren't going to be alot of accidently on purpose kind of discharges resulting from hate and prejudice that services where the death could be called a accident so very easily? In closing, My opinion is that the ban should

The subject concerning gays in the Military has been an up and coming subject for quite some time. My opinion concerning this matter is that it should not be allowed.

I will start with billeting. Will gays be given their own rooms? How will you stop gays from living together in the barracks? You can't, since that task is almost impossible. Why not let boyfriend and girlfriend live together in the barracks, or dual military couples.

NJP will be on the uprise because of "Gay Bashing" or just sexual harrassment charges.

I personally feel very strongly about not letting gays into the military although everybody knows they have been in the military for years they have just had to hide it.

It is the gays preference to be gay and it is my personal preference that gays not be allowed in the military

SGT K.R. Keenan

C9030

Homosexuals in the Military

I feel that we should not put or tolerate Homosexuals in the military.

Military, to me, is a symbol of a close family unit.

Would you want [redacted] gays in your family? Would you look at your brother or sister and know she or he was gay? I think not.

I would not! It is not morally right! It goes against God and everything he or she stands for! Think about it!

C9030

Ed Bradley

My personal opinion on gays in the military by Cpl Gutierrez, M. J. USMC!

First of all this issue of gays in the military came about because of human rights. That's fine, except many people aren't looking at the whole picture. What about the rights of the thousands of people who are serving in the armed forces? I feel that alot of their rights are being overlooked and are being forced to accept something that is immoral!

Secondly, most of the people who decide on the rights of the people in the military have never served on the military. So they have no idea how it is to live in a military environment. I could careless about what people do on their own time but when their actions directly involve me, then it becomes my problem. When a person has a problem it makes them unhappy or it bothers them which directly affects their proficiency and influences their conduct. I am certain alot of people in the armed forces would agree with me.

One thing that I've learned while being in the Marines is no matter how big the size or capabilities of your enemy, they can be defeated with determination, morale, and motivation. I feel that

gays in the military is one step closer to defeating the purpose that protects our country and the rights of the people in the United States of America!"

00030

00030

Allowing gays and lesbians in the military will create problems. Everyone in the military will have to adjust. Living conditions aboard ships and in the barracks will change. "Straight" military personnel are not going to want a gay person living with them. The military will have to make more facilities to accomodate gays. In the work place gays will be outsiders because other personnel will not associate with them - alot of tension. If gays are allowed in I think that "straight" personnel should be given an option - stay in or get out. (their choice) I think that if they are allowed in there will be alot of hate crimes. Discrimination. They will be bringing trouble upon themselves. We probably do have some gays among us now but they keep their [illegible] preference to themselves. If nobody knows no-one cares.

MCSR

Cpl. [illegible]

Cpl USMC

My opinion about gay in the military is it's going to cause more problems than its worth.

00030

The military is downsizing why open the doors to people who openly admitt to being gay.

But if we think just because we don't allow them in - there not. Were lieing to ourselfs. Homosexuals are & probly always will be in the military.

But to lift the band on homosexuals will cause a whole ~~nother~~ world of problems.

Even though I disagree 00030 with homosexuals in the military Supposedly We have to look deeper into the issue. We live in a land of equal rights for all. If we have a band on this whats next?

It's a hard choice to make and an issue that won't be solved soon.

Robert J Epley

00030

Robert J Epley
cpl/USMC

I feel homosexuals should not be in the military. Naturally because of their sexual preference. It would be like having a female enter male quarters or male heads. If a known gay is living in the squadbay, that would put the rest of the males ~~Marines~~ at a great incovinience because of their belief against homosexuals.

Also, homosexuals would be in a threat of social inacceptance that would range from jokes to physical damage to the homosexual. Many men are opposed 00030 to ~~the~~ homosexuality and are very uncomfortable and find it hard to work around these people. Even harder to work WITH these people.

I believe it would be for the good of the service in general to not allow homosexuals in the military, it would save a lot of trauma.

00030

respectfully submitted,
Luis A Hermosillo
cpl usmc

LCPL Smith GM.

Gays Should not Be allowed IN The military for a NUMBER OF Reasons.

00030

The discrimination problem between male and Female IS Bad enough IN The marine corps without adding a 3rd Party IN on The ISSue.

Boot camp would be a problem Because of The open Showers and STUFF.

Living Quarters IN The Fleet would Be a big problem because IF you put Normal people with a Gay problems will Come about with RAPE OF assault.

By Leating Gays IN The military The different BARRACKS and Things along That Line will cost a lot of money and The President IS allready cutting back on Military Spending.

LCPL Smith
USMC00030

00030

I Sgt Reid R.M. feel that having gays in the marine corps would have a major nagtive impact on the corps. Gays in the marine corps would go against all what the marine corps stands for. Several problems will arise from this. Morale will be a problem meaning that gays living with good marines there will be a lack of trust. Marines will start second guessing whom they will deal with. I personnelly can't see a gay marine living and showering with a good marine. Then you have the work place where working with them could be a problem which could and would be a reflection on job performance. I have no question in my mind that real Devil dogs would oppose to working with gays. Then you have liberty time where the problems will arise of fights and a gay bashing. Then I have this question what do you classified a gay marine as? Does he walk around and act like a woman will at work or conduct himself accoring to Marine Corps standards.

P.S.

What will the statement say now. Because it use to say! "We are Looking For a Few Good Men"

Respectfully Submitted
Rodney Reid
Sgt USMC

Gays in The Military

First of all I think that The only reason This issue was brought up was just another of Bill Clinton's tactics to become president. Once The issue on lifting The ban on gays in The military is final, There are going to be problems. If it is lifted The Military is going to be in an uproar. High ranking military officials will retire and not too many people are going to want to have to deal with homosexuals on a day to day basis. Then if The ban on gays in The Military stays, The public will be in an uproar. I don't think that The public should even be involved in This issue. They won't have to deal with These people so why should They be involved with This deal.

This issue either way The Ban on Gays in The military goes is going to cause big problems. There are enough problems in The military The way it is now, so why cause more problems with This? With all of The Military Cutbacks The Government shouldn't be letting anything or anyone bring any new issues brought up that might cause problems.

Lance Corpl USMC
Patrick A Severin

10 MAY 93

MY OPINION ABOUT GAYS IN the MILITARY ARE MOST LIKELY TO be the SAME OPINIONS OF MOST MARINES IN OUR CORP TODAY. I HONESTLY dONT THINK there is A PLACE FOR them IN the MILITARY COMMUNITY, LET ALONE the MARINE CORPS. THINK ABOUT IT. I dONT CARE WHO YOU ARE, YOUR going TO TREAT them diffERENTLY. BY JUST KNOWING ITS A GAY PERSON YOUR dealING WITH CHANGES YOUR ATTITUDE TOWARDS LEADING MEN OR WOMEN ON A PROFESSIONAL MANNER. I COULD NOT IMAGINE LIVING IN A BARRACKS NOT BEING GAY and YOUR PLT SGT. TELLS YOU THAT A NEW MARINE is moving IN WITH YOU, OH! by the WAY he's GAY. SO NOW we HAVE TO PLAY the SEGRAGATION GAME. I WOULD NOT FORCE A NONE GAY PERSON TO LIVE WITH A GAY PERSON, WITH the SOCIAL diSENSES IN TODAYS SOCIETY. THAT WOULD be A SOLID and VALID REASON NOT be ORDERED OR TO TRAIN WITH GAY PERSONS. MY OPINION MIGHT SOUND HARD and sound pregidious BUT I CAN TELL you OVER and OVER AGAIN THAT 80 TO 90% OF the MARINES OPINIONS ARE CLOSE TO MINE.

AS FAR AS A good SOCIAL SOLUTION TO RECTIFY the SITUATION I HONESTLY CANT COME UP WITH one OR EVEN TRY TO SUGGEST A SOLUTION, THAT WOULD BE CLOSE. the SOLUTION is MOST LIKELY UP TO THOSE INDIVIDUALS IN Congress who PROBLABY NEVER SEEN MILITARY SERVICE TO INCLUDE OUR COMMANDER AND CHIEF, SO TO DO THIS PROPERLY ALL I CAN SAY is LISTEN TO the people WHO HAVE BEEN there

M.D. Blevins

HOMOSEXUALS IN THE MILITARY

Admitting homosexuals into the military may create difficult management problems and disrupt unit cohesion. Lifting the ban on homosexuals would harm military readiness and cause low morale among the troops. Health risks, especially AIDS, would be greatly increased for fellow servicemen and women. As the government is trying to cut costs in every way, it would be extremely expensive to allow or keep homosexuals in the military and have to provide them with their own showers and medical facilities, etc. The cost of counseling and time it would take to rid individuals of the prejudice of homosexuals would be time consuming, costly, and an ongoing training process. Military members must have mutual trust and confidence among their peers and fellow workers; the trust, confidence, and ability to perform his/her job to the fullest potential might be questioned if a fellow military member displayed his/her preference. The issue of sexual harassment would be greater than ever.

** The above reflects only my opinion regarding homosexuals in the military, however, I will adjust accordingly as needed.

SSGT VINCENT D. DAVIS

I fel homosexuals in the military is a bad idea and would cause more bad than good. Its true every man or woman should have a chance to serve their contry but if it will affect the mojority of heterosexual military personel and cause the good men and women to think twice because there are gays, its not good. If the military are making such big cuts and shrinking up their troops, why lets gays in when there kicking good marine and military personel out.

Having Homosexuals could also cause alot of problems in combat in the work place, and espicially in the barracks areas. Personally I wouldnt want to shower with a bunch of fags next to me. As often as the men are exposed to eachother I feel problems would have to arise from the homosexuals. I wouldnt want to be in a fighting hole with two other marines who are gay and lovers. What happens if ~~they~~ we are in a combat situation Will they have special feelings for eachothers safety and not really be thinking about mine? If in the hole for days, will I have to worry about them getting sexual

My overall opinion is not to let gaps in the marine (Military) corp, and the majority if not all the service people feel the same.

Lcpl. Back S.B
S. Burnell Back

00030

00030

In my own opinion they do not belong in the Corp. How can they swear in under God when it is a sin! I know I wouldn't want a gay in the same room as me. It's going to cause a lot of problems for the future. Marines. ~~They say they're brave~~ The Commander in Chief says he wants military cut backs, so why let them in and drop out the good! There will be a lot of gay bashings and there is nothing anyone can do to stop that from happening. What other sacrifices will be for the gays. Will they 00030 let men and women live in the same barracks? No, but they'll let the gays in the same room!

Gays in the military will cause nothing but violence, and having violence there won't be a team of brotherhood and without that many will die in a combat situation.

Sgt. Boggs 00030
USMC

I have been in the Marine Corps for ten years, and have been on III duty, 6 month float, numerous other floats, over seas, in 5 countrys. I have work with NAVY, Army, Air force, and other services out side of the [illegible] forces. I was at school in Camp Le Jeune N.C. when the gays in the military came to a head. The Military in my oppinion is not a place for gays as lisbians.

A.) The quarters for living would have to be adjusted to be fair to all and in doing this you would be pointing out the gays then you would get the dam being segrated.

B.) The field enviroment is never going to work as far as quarters or showering because the gays again will be segrated

C.) I myself would not like what so ever to be in a fighting situation and have to live with a gay marine in a fighting hole. Especally knowing the marine is gay.

D.) On ship the quarters will be segrated. Also, and on ship many tempers flair and things have happened to push marines and sailors to combat on board ship puting gays in the fire would even worsent the hole situation.

My overall view for gays in the military is a negative state. I feal my back would not be covered in a combat situation knowing that myself being straight may not be happy not being of the same sexual preferance and this guard my drop think he can be a majority if all the straight marines will be dead!

I feal that the fights will be maps and the odds will be in the favor of the straight Marines but the NJP will be on the minority / gays side of the line just as it was in Camp Le Jeune N.C. January of 93

My opion on gays in the military. I do not want gays in the USMC. for the following reasons. The USMC is famous for blanket parties and things of that nature If marines were to find out there is gay person in there unit it would definetly provoke violence. We can say the guilty will be punished but then it is too late people have already been hurt or killed. The marine corp. is built around team work and unit integrity. Marines will not accept and gay person and part of the team. And that means lack of team work which means unessary loss of life in combat. Gays in military will make the majority of the military uncomfotable and the gays themselves will be un comfortable. If a marine is not comfortable, His or h morale ~~will~~ and job performance will sutter.

The marine corp. is not coed but letting gays in will make it. Because females would have to use head facilit with other females who could be looking at them sexually and it works the same for the males

We have two choices maintain as were are the Finest Fighting force in the world because of our teamwork. Or we Let gays in and sacritice our performance as marines. What does our country really need with all the current conflicts in the world.

Mark A. Price 00030
Cpl. USMC

I was asked today to give my opinion, and views on homosexuals entering the military forces. Some people may say that I have a prejudice or display ignorance toward this topic. But my opinion is direct and frankly its just plain radical. No I do not think gays and lesbians should take part in armed services.

My supporting arguments may be alittle off the wall But they serve there purpose. To start off the U.S.M.C or we have known in the past, and we know it today, has always been based around a few basic factors. one being unity two being Brotherhood with the third being commendery. With these 3 elements united supported by motivation and accomplishment of the mission. Due to the shortness of this essay I wont get into the effects and breakdown of this by allowing gays into the military. But I will say the long term effects will even short term cause of this would be an external conflict. Marines against marines we must ask ourselves is that what our country needs with this sudden upsire in military actions / conflicts we are facing today.

Now in conclusion I would like to express one more slightly off key point. talks are being made about gays being aloud in the military. Maybe it will happen maybe it wont. But Guys remember that no talks are being

Five years ago when I entered the Marine Corps I signed a statement saying that I am not now, nor will I be in the future a homosexual. It went further to say that any homosexual acts were punishable by the UCMJ. Now with only a short time left in the Corps I am offered the opportunity to write my opinion of how I feel about gays in the military.

My opinon has always been that people are going to do what they want and to try to control that is not possible, however the Corps has always been one step above everyone else not suffering from the same petty problems as the rest of the services. We have survived 219 years, several wars and countless insurrections, for what to be torn apart by a small group of homosexuals.

Why are some people diffzent? I really don't care, the military is a place that not everyone is cut out for, and still others should not be allowed to try.

There are those of us who signed that piece of paper and thought we were "safe" now they have done away with the ban and everone is looking over there shoulders. Not to mention sleeping on there backs.

The arguements go, just to name a few, they are just people like you and I. (Maybe like you but not like me) They were already here now they just can admit there diffzence and be proud of who they are. (And get beaten to a bloody pulp.)

We all know that if gays are allowed to join they will get in fights, not to defend there way of life but to stay alive. And the next day he will have to do it again.

The marine Corps is set up on team work, we win because we are the same, to put a "diffzent" person in the team, will break down the system and make ~~it~~ the goal ~~un~~ unattainable. We must draw a line and take a stand and I as well as most people I know stand on the side

~~[illegible]~~ about abolishing the U.S.M.C. policy on Sodemy and unnatural acts of sex and if you were ~~[illegible]~~ ~~the~~ join the ~~[illegible]~~ ~~[illegible]~~ worlds finest and were to follow the U.C.M.J. like we Marines Do. You would not practice sodemy and unnatural sex acts. Therefore ~~[illegible]~~ you wouldnt be ~~a~~ concidered a gay anyway.

[signature]

Go Fonth
CPL USMC

00030

Talking to many of the marines about the subject of Gays in military. [redacted] Many of them seem to have a great resentment if Gays were allowed in Military. They just feel that Gays will bring down the Unit Morale. Due to the fact that many are scared they'll Force their habits upon them. I talking about making passes on them. On the other hand many marines just hates Gay style of living. Because of the way they were brought up in there family.

I feel Gays shouldn't be allowed in military because of what the military stands for. The Military is suppose to be place where there is highly discipline men and women trained to uphold the the United States. Many people look up to military for it's dedication to Duty. If Gay allowed in military. I feel that military cannot consider itself disciplinary Force.

I feel this way because Gay [redacted] life not right. [redacted] Men shouldn't be sleeping with men and women with women.

What's next will Gay ask for right to be married and have the same [redacted] marriage benefit as heterosexual couple. Will they demand Medical and dental for partner. This will only increase to budget spending, [redacted] and there are talking about cutting back on the Military only to allow Gay in Military. That just doesn't seem right to me.

[redacted] Gay should have right but the Military is not the place for them.

11 May 1993

I Sgt Toth would like to express my opinion on gays in the military. This has not been done in over two-hundred and plus years, why change now. This would be poor morale to the troops and superiors. This is not the time and place to conduct this type of experiment. We are a leading power in the world today. and with this type of change could cause a devistating disaster in the military as it is today. I have always agreed with the Commander in Chief no matter what the issue. This is the one time that i do apose the issue. The President has never served in the military ranks, and does not know how it would be to serve with gays. President Clinton was concerned about possible riots in Los Angeles. He should think about what could happen if he lifts the ban. President Clinton should do an in depth look on this issue before making any drastict decission. The president should think of those who are in now and those to come. This may force alot of outstanding personel out of the military early. Coming from a U.S. citizen, military personel and tax pay citizen do not lift the ban on gays in the military.

Respectfully Submitted,
SGT U.S.M.C
MARK E. Toth
Mark E. Toth

HOMOSEXUALS IN THE MILITARY

Gays in the military, a touchy subject brought up by one man. It is amazing just how much power one man, our president has? In all actuality and in all biblical sense homosexuality has never been accepted. Now with the wide spread case of AIDS our society is changing. Along with changing times comes the question of gays in the military? should we or should we not accept gays? Our government is screaming for help. I feel homosexuals should not be allowed in the military especially in the United States Marine Corps. The first thing I think of is medical. The majority of the AIDS disease comes from sexual contact, such as, a bisexual infecting a heterosexual. If accepted the military would need to start instruction on safe sex between two men and two women. Our military does have aids cases, but very few cases of AIDS as if gays were allowed in the military. Homosexuals should be segregated, such as, our military women are. Homosexuals and heterosexuals do not mix. Gays in the military brings a new form of sexual harassment which is another touchy subject on its own. Enough said on that because we all know what sexual harassment is, we just do not know what sexual harassment towards a homosexual is. Here in the Marine Corps there is an unauthorized way of discipline called blanket parties. On rare occasions blanket parties do happen sad but true. There is one such example of a blanket party that went wrong in the movie A Few Good Men. Not saying that one would happen but a blanket party could happen to an admitted gay because of someones prodigest ways. The Marine Corps spends a lot of time in the field and on deployments, eventhough, the gay might be able to do his or her job better than anyone else there is a proven fact about the male sexual drive being stronger than a woman no matter what sexual preference you are. When Marines go to the field there will be anywhere from ten to thirty males sleeping in the same tent and taking a shower with the same number of men at the same time and if any of those men are gay his sexual drive will grow stronger and stronger each day especially since we deploy anywhere from one month to a year or two having no sex will create stress and tension especially for the homosexual man living in those conditions. It is like making a heterosexual male live and take showers ten to thirty women and the male not being able to have sex with any of those women and I am sure he would find two or three of the women some what attractive. I feel if the decision were made to allow gays in the military and the gays were to start "coming out of the closet" (admitting to their sexuality) the homosexual should be kicked out of the military for breaching their contract because we all had to answer weather we were gay or not and weather we have ever had a homosexual experience. If gays were allowed in the military today, every admitting gay military service member that entered the service prior to President Clinton's inauguration should be processed for discharge. Here in the United States Marine Corps we have been known world wide for our high standards for two hundred seventeen years and for all of those years being gay in our Marine Corps has never been accepted. Lets keep these standards so we do not loose what few good men and women we have.

United States Marine Corps
Corporal C.V. Lightfoot

C.V. Lightfoot

FILE
64

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THE PROBLEM WITH GAY GIs

If, on average, gays are less martial than straights, it is only because some segment of the gay community has, traditionally, cultivated an exaggerated effeminacy that disdains soldierly virtues. Many gays, certainly, are as courageous and willing and able to fight as are straights. With homosexuality out of the military closet they would be no more likely to be security risks than would anyone else. Why, then, does the military brass oppose Bill Clinton's determination to admit homosexuals into the military forces?

A principal reason is that Clinton clearly intends that gays serve with other males in the same outfits and with no distinction being made between gay and straight. It is scarcely imaginable, of course, that it should be otherwise. The problem with this, however, is that the reasons that persuade us to maintain some separation between males and females apply with equal force to gays and straights--with the single exception of the possibility of pregnancy.

Just as straight men and women are powerfully motivated to have sex with each other, so gays are motivated to have sex, not just with other gays, but with any person of their own gender to whom they are attracted. Gays are as able as the rest of us to control their libido, which only means that--like the rest of

us--they often need a bit of help in the process. The intensity of the sexual urge--gay or straight--is so strong that society recognizes that it is sensible, even in this permissive era, to maintain some barriers between potential sex partners. Without separate sleeping quarters for men and women, for instance, self-control would fight a losing battle even more often than it does when quarters are separate.

Least important of many difficulties (but not insignificant to those who respect the dignity of our troops) is that individuals, male or female, generally dislike the idea of being forced to perform their private functions in front of others who, unilaterally, view them as sex objects. A country just awakening to women's sensitivity to unwanted sexual attention should not find it difficult to understand why a man would prefer not to bunk directly above, below, or next to another man who finds him sexually attractive. Or to shower with him. If some military quarters now offer the limited privacy of college dormitories, many still consist of barracks with common sleeping rooms, gang showers and toilets and no escape from ones fellows. In the field, conditions requiring even closer physical intimacy are the norm rather than the exception.

Nor is it simply a matter, as the current cant phrase has it, of persuading straight soldiers to ignore what gay ones "do in the bedroom." It is childish to imagine that we leave our sexuality behind as we go about our daily affairs. Only a child (or a sophist trying to make a point) can deny awareness of the sexual nuance, subtle though it be, that invades every facet of

adult human relationships. The most gentlemanly male, or lady-like (if that word still has currency) female, cannot help but give and receive sexual signals in even the most ordinary social transactions. Though the quality of relations between individuals of the same gender and between those of opposite gender differs, both are affected by the participants' sexuality, be their orientation straight or gay. To imagine that openly gay soldiers will be indistinguishable from straight comrades except in their off-duty behavior is to ignore the reality of our animal nature.

Clinton's only acknowledgment of this difficulty, to date, is the implication (in his comment that people should be judged solely by their behavior) that he would allow the military to enforce strict rules governing overt sexual behavior. However strict, it is unlikely that any set of rules can obviate the concern of military leaders that enlistment of open gays will be detrimental "to the maintenance of good order and discipline." Stuffy though it sounds, it is a well-placed concern.

In a country that often seems obsessed with sex, our ignorance about many of its aspects remains abysmal. Consequently, we can only say it is likely, rather than certain, that sexual orientation spans a continuum from exclusively straight at one end to purely gay at the other. How individuals are grouped along this continuum no one knows, but it is a good guess that a significant number of men and women are somewhere in the middle and capable--in the right circumstances--of responding erotically to either sex. This implies that gays and straights are not

always as dissimilar as our use of the terms mistakenly leads us to believe. In many individuals the urge to have sex with the opposite sex co-exists with a capacity to enjoy sex, also, with those of their own gender.

The military, therefore, has reason to worry not only about gays interacting erotically amongst themselves, but also that many men, primarily straight, will get amorously involved with gay comrades. In addition, in circumstances where opposite sex partners are unavailable (a frequent situation in military life), the fact that homosexuality is not absolutely prohibited is likely to lead to an increase in the number of same-sex liaisons between individuals who normally define themselves as straight. The example of the prisons is instructive on this score.

While it is estimated that rather less than 10% of American males live gay lives (whether or not out of the closet), Alfred Kinsey found that well over a third of the men he interviewed had responded to homosexual stimuli to the point of orgasm at some time in their lives. This vastly enlarges the potential for disruption that enlistment of gays presents.

But why should homosexual activity within the ranks be a problem--beyond that of offending straight sensibilities?

Perhaps it need not be seriously damaging to all branches of the service, but combat troops are heavily dependent on maintaining a macho culture, marked by stern discipline and a rigid hierarchy of command. Fighting forces must be habituated to a world so disciplined as to ensure unquestioning obedience in life

and death situations. These same troops (together with many in the support services) must be capable also of enduring long periods in the field without loss of morale, even while subject to excruciating boredom and to the absence of all normal amenities--including the company of members of the opposite sex.

Military authorities are unanimous in their insistence that they know of no way to establish the rugged culture essential to their task other than through the fearsome, uncompromising command structure traditional to the profession. All ranks must internalize the habit of instant, unquestioning obedience. A degree of respect for superiors, verging on fear, must animate the conduct of all concerned. Artificial barriers between those of greater and lesser rank are purposely erected to prevent the development of the easy familiarity that encourages one person to question the authority of another.

It is understandable that civilians often view this aspect of military life as draconian to the point of absurdity, and it is easy to caricature it as a tough-guys game played by overgrown boys. Civilian life simply offers no counterpart to the military's need for mores that enable groups to function effectively both through long periods of inactivity and in desperate situations where each individual knows he is in danger of losing his life.

It is apparent that introduction of the certainty of sexual intrigue into combat ranks introduces a serious threat to military culture. Only those too young to have experienced amorous

love, or too old to remember its power, can deny its potential for disrupting normal relationships. It takes no perfervid imagination to recognize the temptation faced by a homosexual officer or non-com responsible for shaping a beautiful young GI into an obedient soldier. Nor is it absurd to imagine that same youth tempted to use the power of his beauty to gain favor with those who control every facet of his daily life. Think, also, of the reactions of any who imagine (rightly or wrongly) that peers are being favored because of their attractiveness. Finally, consider the jealousies likely to arise amongst those who find themselves competitors for sexual favors.

Stern regulations can limit the occasions when such passions erupt into public view, but they cannot eliminate them nor can they obviate the certainty that these, often overpowering, emotions will affect the covert actions of those gripped by them.

Implicit in the argument that the sexual orientation of many men is someplace between gay and straight is the idea that for them--if not for those at the far ends of the continuum--it is largely learned behavior. Too little is known to be certain just how or when that learning takes place. Yet, it is entirely possible that some young people are still in the process of determining their primary orientation even into early adulthood. Such youths, whether draftees or volunteers, will face a new hazard in joining a military that makes no distinction between gay and straight. The intimate, around-the-clock conditions of barracks life will put them--as compared to their civilian counterparts--at increased risk of gravitating toward primary homo-

sexuality.

There is an added difficulty that often troubles relations between gays and straights. Love comes in many varieties, one of which is strong affection devoid of amorous longing between members of the same sex. Such relationships are highly valued by straights, including the many who deplore homosexuality. It is good to have a real buddy. Traditionally, friendship of this kind has been prized by the military because, spread through a well-trained platoon, it produces a kind of bonding that greatly enhances group performance in difficult situations. But, the love that binds buddies is never obsessional, as romantic love often is, and it is premised on a total absence of sexual desire.

The presence of gays in the armed forces is apt to make love of this kind suspect, interfering with an important element of esprit de corps. To be uncertain as to whether the friendly arm about the shoulder or comradely pat on the rear is motivated by eros or fraternity is disconcerting. Discovery that it is the former, especially after a degree of intimacy has already been established, prompts anger in many straights because they then feel they have been misled in a very basic way.

No doubt such problems occur even when gays in the service remain closeted, and allowing them to come into the open will lessen the need for them to dissemble. But, once homosexuals are regularly enlisted straights are likely to become generally chary of getting too close to their fellows. Bonding characterizes both non-sexual and amorous relationships, narrowing the distinc-

tion between them in a way threatening to some straights.

Many members of the military's gay population will be content to keep their sexual orientation to themselves in an integrated military, secure in the knowledge that it is no longer any business of the brass. Others are likely to join forces with political activists in the civilian sector, vigorously insisting on extending all "gay rights" to those in the service.

Housing for married straights is provided on many military bases; are gay couples to be denied? Certainly, the extension to gays' dependents of rights long enjoyed by straight wives and families (e.g., health and pension benefits) will be demanded. Campaigns to root-out homophobes (too often defined as any who do not support the gay political agenda) will become a regular feature of military life. A continuing series of scandals involving charges (often true, no doubt) that gay or straight commanders have discriminated against those of the opposite orientation is certain. It is foreseeable, also, that pressure for proportional representation of gays at all levels of command will grow, raising the spectacle of affirmative action programs to recruit gay sergeants.

Finally, it is not entirely absurd to suggest that armed forces in which gays serve equally with straights are likely, eventually, to attract a disproportionate number of homosexuals. At present this seems far-fetched because under current conditions gays have long tended--understandably--to be antagonistic toward a military that rejects them. But, once the services

accept openly gay recruits, the fact that the military offers a career spent entirely surrounded by other males will surely be tempting to those who prefer male company. The problems I have sketched will be compounded as the ranks come to include ever growing numbers of homosexuals.

The American military is highly responsive to civilian control and it is thoroughly professional. If ordered to do so there is no doubt that it will find ways to adapt to the enlistment of individuals who proudly declare themselves gay. But, doing so is certain to be costly in terms of esprit de corps for the foreseeable future. It has the potential, also, to permanently diminish the efficiency--specifically--of combat troops.

Do we want to saddle our armed forces with a policy that clearly adds this additional burden? Is the potential danger to young recruits, uncertain of their sexuality, to be ignored because it is only speculative? Is the gain for the gay community worth the likely loss in the effectiveness of our military?

The tolerance that is emerging in the United States (consequent upon the gays' own, long, largely admirable campaign against irrational hatred) offers homosexuals assurance that they will soon be able to move freely in almost every walk of civilian life. The reasons for continuing to exclude them from serving in the armed forces rest on basic differences between military and civilian life combined with problems inherent to gay-straight relationships. The difficulties posed by integration of gay and straight are serious, and have nothing to do with unfounded

prejudice or blind tradition.

It ill behooves President-elect Clinton, himself wholly without military experience, to overrule his senior military advisers in order to keep an unfortunate promise made in the heat of the recent campaign. Mr. Clinton would demonstrate his political courage, and quiet doubts about his fitness to serve as Commander-in-Chief, by backing off his mistaken judgment that the ban on gays in the military should be ended.

END

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Final Report
87-03

Comparison and Evaluation of Interview-Oriented and Special Background Investigations

by
Janice H. Laurence
Patricia L. Colot

November 1987

Prepared for:
Personnel Security Research Education Center

Under the
Office of Naval Research
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Foreword

Preserving our nation's secrets is of paramount importance to protecting America's national security and sustaining a technological and tactical edge over other nations. Recently, the ability of the United States to prevent hostile and allied countries from obtaining important Defense information and protecting national security has been questioned.

The recent espionage cases of Lonetree, Pollard, Walker and others have highlighted the criticality of ensuring personnel security and prompted the Defense community to evaluate and improve existing security measures. The Department of Defense is currently supporting behavioral science research within the area of personnel security. The Defense Personnel Security Research and Education Center (PERSEREC) was recently established to direct and coordinate such research.

Behavioral science research is expected to aid in the selection and monitoring of reliable personnel for sensitive positions. Background investigations represent one selection mechanism for such positions of trust. Currently, investigations are conducted to uncover unfavorable information which would serve as the basis for denying security clearances.

Two primary investigations, conducted by the Defense Investigative Service (DIS), serve as selectors for access to top secret or higher clearance levels. These are the Interview-Oriented Background Investigation (IBI) and the Special Background Investigation (SBI). An IBI is required

for access to top secret information and an SBI is required for Sensitive Compartmented Information (SCI) access. This report provides a comparison of these background investigations to determine their relative effectiveness in uncovering derogatory information on clearance applicants. More specifically, the number and percentage of Fiscal Year 1982 through 1986 accessions subjected to IBIs and SBIs are reported by Service, educational level, and age. Occupational assignment patterns for these IBI and SBI accessions are also shown. The derogatory information pertains to suitability issue case rates, attrition rates, and clearance denial rates. Though a variety of confounds exists in this data set, similarities and differences between the IBI and SBI with respect to these variables are discussed and conjectured explanations for these similarities and differences are offered. Finally, the results are summarized and suggestions for further research regarding these security investigations are offered.

The authors would like to acknowledge the efforts of several individuals who made significant contributions to this project. Dr. Ralph Carney, from PERSEREC, served as the technical monitor and provided valuable direction and guidance. Dr. John Goral, of the Defense Manpower Data Center, proved an invaluable source of information on personnel security investigations and related DoD databases. Mr. William King, under the direction of Dr. Goral, provided computer programming support and the information on which this research is based.

Certain personnel within HumRRO International, Inc. also deserve recognition for their assistance. Dr. Stephen Steinhaus facilitated preliminary data analysis by setting up programs to compute statistical

analyses. Ms. Monica Rositol assisted in this endeavor by entering data for the statistical comparisons and then tabulating the results. Dr. Brian Waters, Dr. Preston Abbott, and Mr. Ernest Haag provided valuable comments on the draft report. Greatly appreciated is Ms. Barbara Roberson's coordination of all project administrative duties. Ms. Marjorie Lee, Ms. Martha Carson, Ms. Dolores Miller, and Ms. Judith Pumphrey furnished their proficient word processing skills in what proved to be a tedious assignment due to the large quantity of tabulated data. Finally, Ms. Jeanette Sekellick and Ms. Mary Duffy are recognized for their data verification efforts. Without the support of these people this project could not have been completed.

COMPARISON AND EVALUATION OF INTERVIEW-ORIENTED AND SPECIAL BACKGROUND INVESTIGATIONS

CONTENTS

	PAGE
BACKGROUND	1
METHODOLOGY	6
Sample	6
Data Files	6
IBI/SBI DATA ANALYSES	9
Accessions Subject to Investigations	9
IBI/SBI Investigations and Suitability Issue Cases	23
IBI/SBI Investigations and Attrition	33
Suitability Issue Cases and Attrition	37
IBI/SBI Investigations and Clearance Status	40
Clearance Status and Attrition	52
CONCLUSIONS AND FUTURE DIRECTIONS	56
REFERENCES	63
APPENDIX A: ADDITIONAL IBI/SBI TABULATED DATA	65
APPENDIX B: RESULTS OF STATISTICAL ANALYSES FOR IBI/SBI COMPARISONS	138

LIST OF TABLES

PAGE

1. Summary of IBI and SBI Investigative Elements..... 3

2. Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service, IBI and SBI Personnel Security Investigation, and Fiscal Year..... 10

3. Percentage Distribution of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations Across Services and Service PSI Requirements Indices..... 12

4. Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service, IBI and SBI Personnel Security Investigations and Educational Level..... 14

5. Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service and Educational Level..... 16

6. Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service, IBI and SBI Personnel Security Investigation, and Age at Enlistment..... 18

7. Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service and Age at Enlistment..... 19

8. Rank Order and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations Within Occupational Area by Service and IBI and SBI Personnel Security Investigation..... 21

9. Number and Percentage of Suitability Issue Cases Among FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Service, IBI and SBI Personnel Security Investigation, and Fiscal Year..... 24

10. Number and Percentage of Suitability Issue Cases Among FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Service, IBI and SBI Personnel Security Investigation, and Educational Level..... 26

11. Relative Unsuitability Indices by Educational level Within Service and Investigation for FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations..... 28

12. Number and Percentage of Suitability Issue Cases Among FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Service, IBI and SBI Personnel Security Investigation, and Age at Enlistment..... 30

13. Relative Unsuitability Indices by Age Within Service and Investigation for FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations..... 32

14. Thirty-Six Month Attrition Rates for FY 1982 and 1983 Non-Prior Service Accessions by Service, IBI and SBI Personnel Security Investigation, and Attrition Type..... 34

15. Thirty-Six Month Attrition Rates for FY 1982 and 1983 Non-Prior Service Accessions by Service..... 35

16. Thirty-Six Month Attrition Rates for FY 1982 and 1983 Non-Prior Service Accessions by Service, Suitability Issue Status, IBI and SBI Personnel Security Investigation, and Attrition Type..... 39

17. Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Fiscal Year (ARMY)..... 41

18. Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Fiscal Year (AIR FORCE)..... 43

19. Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Educational Level (ARMY)..... 45

20. Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Educational Level (AIR FORCE)..... 46

21. Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Age at Enlistment (ARMY)..... 47

22. Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Age at Enlistment (AIR FORCE)..... 48

23. Rank Order and Percentage of FY 1982 Through 1986 Army and Air Force Non-Prior Service Accessions Holding SCI and TS Clearances Within Occupational Area..... 50

24. Thirty-Six Month Attrition Rates for FY 1982 and 1983 Non-Prior Service Accessions Holding SCI and TS Personnel Security Clearances by Educational Level, SCI and TS Clearance, and Attrition Type (ARMY)..... 53

25. Thirty-Six Month Attrition Rates for FY 1982 and 1983 Non-Prior Service Accessions Holding SCI and TS Personnel Security Clearances by Educational Level, SCI and TS Clearance, and Attrition Type (AIR FORCE)..... 54

COMPARISON AND EVALUATION OF INTERVIEW-ORIENTED AND SPECIAL BACKGROUND INVESTIGATIONS

Background

The Department of Defense requires that Personnel Security Investigations (PSIs) be conducted for military, civilian, and contractor personnel selected for sensitive positions and requiring access to classified information. The scope of the investigation and the investigative elements vary with the sensitivity or security criticality of the position. The most sensitive positions are those that require a Top Secret (TS) clearance or access to Sensitive Compartmented Information (SCI). Before such clearances are granted to individuals, relatively intense investigations are conducted by the Defense Investigative Service (DIS).[1]

Currently, an Interview-Oriented Background Investigation (IBI) is required for a TS[2] clearance, while a Special Background Investigation (SBI) is required for SCI access. The common basic elements of IBI and SBI investigations are National Agency Checks (NACs), Local Agency Checks (LACs), employment interviews, employment record checks, listed character reference interviews, and developed character reference interviews. In addition to these elements the SBI includes a review of education records

---

[1]DIS conducts investigations on military and Defense contractor personnel. For civilian employees of DoD, the Office of Personnel Management conducts the investigations.

[2]A traditional Background Investigation (BI) rather than an IBI is required for DoD civilian personnel and is used in lieu of the IBI among military personnel and contractors in some instances such as when the subject is in a remote location.

and interviews with school officials. The scope of the SBI is generally greater then that of the IBI. That is, the SBI requires coverage of the last 15 years while the IBI is limited to a 5 year search. Time scope depends upon the age of the subject. The investigation period stops at the subject's eighteenth birthday except when the subject is 18 years of age. In those cases, investigations extend beyond the eighteenth birthday (but do not precede the sixteenth birthday) to satisfy the requirement for a minimum period of coverage of two consecutive years. For subjects younger than 23 years of age, there is no functional difference between the scoping of the IBI versus the SBI. Both methods are scoped for a maximum of five years and a minimum of two years. The methods are distinguished by investigative elements such as routine subject interviews for the IBI and neighborhood checks for the SBI. The official elements of these two types of investigations are summarized in Table 1.

While Table 1 shows notable differences in the minimum investigative elements and periods of coverage for the IBI and SBI, the actual conduct of an investigation may reduce the differences. As noted above, in some cases the time scope doesn't distinguish between these investigations. Further, in cases where issues arise the investigation may be expanded through selective scoping. Such expansion could eliminate some or all of the distinctions between the IBI and SBI. For example, an investigator may find it necessary to extend the NAC coverage to include the past 15 years and to conduct neighborhood investigations to determine the extent and saliency of a suitability issue uncovered through an IBI. It is also standard procedure to conduct a subject interview when issues arise during an SBI. Further, prior to a request for an investigation, a "pre-nomination" interview of

Table 1

Summary of IBI and SBI Investigative Elements

Investigative Elements	Investigation			
	IBI		SBI	
	Routine Element	Basic Period of Coverage	Routine Element	Basic Period of Coverage
National Agency Check	Yes	Last 5 years	Yes	Last 15 years
Local Agency Check (Police)	Yes	Last 5 years	Yes	Last 15 years
Credit Check	Yes	Last 5 years	Yes	Last 5 years
Education Records	No	--	Yes	Last 15 years
Education Interviews	No	--	Yes*	Last 5 years
Employment Records	Yes	Last 5 years	Yes	Last 15 years
Employment Interviews	Yes	Last 5 years	Yes	Last 10 years
Residence/Neighborhood Checks	No	--	Yes	Last 5 years
Birth & Citizenship Verification	Yes	As needed	Yes	As needed
Listed References	As needed	As needed	As needed	As needed
Developed Sources	Yes	As needed	Yes	As needed
Subject Interview	Yes	As needed	No	--

Source: Department of Defense. (1985, July). Manual for Personnel Security Investigations.

*Conducted only as needed to resolve unfavorable or insufficient information.

candidates for SCI access is called for. This interview, conducted by the organization or component requiring the cleared "billet", serves as a prescreening device for weeding out those whose backgrounds may disqualify them from obtaining SCI access. If reliably and properly conducted, this pre-nomination interview would send forth individuals for SBI coverage that had been subjected to the functional equivalent of the IBI subject interview. Thus, it is often difficult to obtain clear-cut differences between IBI and SBI investigations.

Though the IBI and SBI differ in terms of the basic period of coverage, and a few investigative elements, the initial subject interview is seen as the crucial distinguishing feature between these two field investigations. Ignoring the other distinguishing features, and assuming that the common elements have a similar emphasis, and that the same decision logic is applied in determining issue status, the IBI has been referred to as the better investigation of the two by virtue of the interview component. Because of continuing deliberations over whether there should be a single scope investigation for TS and SCI clearance levels, a great deal of confusion surrounds the value of and reliance on the initial subject interview. There is a need for empirical verification of the productivity of the interview and assumed superiority of the IBI.

The IBI was instituted in June of 1981 replacing the reduced-scope Background Investigation (BI). Prior to 1976, there was a single scope background investigation with a 15 year period of coverage. To compensate for DIS manpower reductions and to conserve resources, the BI with a reduction in scope to 5 years was adopted for use in investigations for Top Secret clearances. Mounting concern over the possible negative security implications of the reduced-scope paved the way for the replacement of the BI with the IBI. The use of the interview was expected to yield cost effective and efficient field investigations. With the introduction of the subject interview, many items of the traditional BI were omitted. Eliminated from the BI were education records checks, education interviews, employment records checks, employment interviews, and developed character references (Department of Defense,1982a). A review of this action resulted in a retreat from this extreme reliance on the subject interview to include some

of the omitted investigative elements. In July of 1983, the scope of the IBI was expanded to include developed character references, employment records checks, and employment interviews on a routine basis (Flyer, 1986).

In the wake of the Stilwell Commission's (Department of Defense, 1985c) legacy to refine and improve personnel security policies and procedures, there is renewed emphasis on disentangling the productive and valid elements of personnel security investigations. Questions still surround the relative productivity of the IBI and SBI investigations in general and the value of the initial subject interview in particular. This report addresses these questions through comparisons of military recruits subject to IBI and SBI personnel security investigations. First, IBI/SBI comparisons are made in terms of the percentage of recruits subject to these investigations. Second, the IBI and SBI are compared in terms of their effectiveness. The measures of effectiveness are the percentage of suitability issue cases, attrition, and security clearance status. Because previous studies and preliminary analyses (cf., Goral, 1985; McGonigal, 1986) have indicated that Service, fiscal year, age, educational level, and DoD occupational group may be salient characteristics for IBI/SBI comparisons, they were included in the present study.

The following section of the report briefly describes the sample and methodology employed in the study. Section 3 then delves into the results of the comparisons of IBI and SBI investigations and provides tentative conclusions or speculations. The final section of the report integrates the major findings and offers suggestions for further research.

Methodology

Sample

The sample used to compare IBI and SBI personnel security investigations for the present purposes consisted of FY 1982 through 1986 non-prior service enlisted accessions subject to these investigations. This sample of recruits was chosen to eliminate certain confounding variables. FY 1982 was chosen as the starting point because it was in this year that the IBI was first instituted. FY 1986 on the other hand, represents the latest available cohort data. This sample, as opposed to officers, civilian personnel, and contractors is best for making certain comparisons of the IBI and SBI from existing databases. Because accessions are relatively young (i.e., mean age at accession is around 19 years) the investigations differ mainly with regard to the presence or absence of the initial subject interview. That is, the other differences such as scope and records checks are not pronounced for this group, with the exception of neighborhood checks. Thus, it would seem possible to assess the relative effectiveness or productivity of the IBI subject interview without the confounds of the other differing elements.

Data Files

Data housed by the Defense Manpower Data Center (DMDC) were used to conduct the present analyses. DMDC's cohort, master, and loss files were used to obtain information on recruits' demographic characteristics, occupational assignment, and attrition status. From the cohort files, information on the fiscal year of entry into service, Service entered, educational level, and age at entry into Service was obtained. Occupational assignment

was ascertained from the master file. From this file, FY 1982 through 1986 recruits were categorized into occupations on the basis of their current job, or, for those who had left service, on the basis of the last job on record. Attrition status was determined from the loss file. Attrition status at the 36 month point -- a commonly accepted metric of first term performance -- was computed for FY 1981 through 1983 accessions. Total attrition was computed minus losses due to entry into officer programs and administrative transactions (i.e., separation codes 4 and 00). Attrition for certain adverse or security related reasons was computed as well.

The Defense Central Index of Investigation (DCII) was used to provide information of a personnel security nature. This file originates with the Defense Investigative Service and contains case category codes that identify which type of investigation was conducted and whether an issue was involved in the investigation. Although the DCII does not contain specific information about offenses, the case category code indicates whether unfavorable information was uncovered.

Issue cases can be categorized in one of three ways: 1) hostage, 2) security, and 3) suitability. Suitability issues constitute the overwhelming majority of issues (Flyer, 1986), and this report counts only these among the issue cases. Suitability issues relate to information on the subject which indicates that the subject is unreliable and/or untrustworthy. Examples of areas in which suitability issues may arise include drug or alcohol use, financial irresponsibility, and arrest record.

The DCII also contains information on clearance status for the Army and Air Force. The clearance codes for these Services vary but generally indicate whether (and which) clearances have been granted, denied or revoked, or are pending further investigative or adjudicative action.

Suitability issues, attrition, and security clearance status served as the criteria for assessing the effectiveness of the IBI and SBI in the present study. While their limitations are recognized, these are the only existing criteria in the data files to date. They are readily available and are useful in a preliminary examination of the data.

Because of the very large sample sizes involved in the IBI/SBI comparisons, the standard error of measurement is very small. It follows that statistical comparisons may be superfluous. Chi Squares and measures of strength based on the Chi Square were computed for many of the comparisons reported below. The results of these statistical tests were used to guide the discussion of the data parsimoniously. To deemphasize the statistics, however, the actual values are not reported in the main body of the text; rather they appear in Appendix B to this report.

IBI/SBI Data Analyses

Accessions Subject to Investigations

The number and percentage of FY 1982 through 1986 accessions who were subject to IBI and SBI security investigations are presented in Table 2 by Service. Taking DoD as a whole, the data show that somewhat more accessions were subject to SBIs than IBIs. This is evident for all five of the fiscal years shown. Roughly 3 percent of accessions were subject to IBIs and 4 percent were subject to SBIs. The largest disparity is seen for FY 1982--3.8 percent for IBI and 5.6 percent for SBI. This year is likely the most representative since the recruits had time to enter sensitive positions and have PSIs requested.

Greater use of the SBI was shown for the Army and Air Force. However, this pattern did not hold for the Navy or Marine Corps. These Services, particularly the Navy, requested more IBIs than SBIs for their recruits. Across all fiscal years, five percent of Navy accessions were subject to IBIs compared to around two percent of Navy accessions subject to SBIs. In addition, for Navy and Marine Corps recruits, a substantial number of BIs may be used in lieu of IBIs because of the remoteness of the ship and other such factors which make the IBI impractical (Flyer,1986). Perhaps the greater use of the IBI for the Navy is an underestimate given the conduct of BIs. The different patterns for Navy investigations is inexplicable from these data. It may be a function of Navy operational requirements and organizational differences. For DoD as a whole, it seems safe to conclude that there is a greater need or at least greater demand for investigations leading to SCI as opposed to TS access.

Table 2

Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service, IBI and SBI Personnel Security Investigation, and Fiscal Year

	Service									
	Army		Navy		Marine Corps		Air Force		Total DoD	
Investigation[a]/ Fiscal Year	N	%	N	%	N	%	N	%	N	%
IBI										
1982	2,302	2.0	3,884	4.9	1,173	3.3	3,953	5.9	11,312	3.8
1983	2,714	2.1	5,399	6.9	1,000	2.8	3,739	6.3	12,852	4.2
1984	2,433	1.9	4,867	5.7	708	1.8	2,839	4.8	10,847	3.4
1985	1,204	1.0	4,343	4.8	274	0.8	3,128	4.8	8,949	2.9
1986	887	0.7	3,220	3.6	14	*	2,263	3.5	6,384	2.1
Total	9,540	1.5	21,713	5.1	3,169	1.8	15,922	5.0	50,344	3.3
SBI										
1982	5,961	5.1	2,860	3.6	786	2.2	7,190	10.7	16,797	5.6
1983	6,257	4.8	3,140	4.0	707	2.0	6,541	11.0	16,645	5.5
1984	4,587	3.5	2,730	3.2	524	1.4	5,358	9.1	13,199	4.2
1985	4,078	3.4	2,627	2.9	441	1.3	4,661	7.1	11,807	3.8
1986	3,293	2.7	1,708	1.9	290	0.9	3,341	5.2	8,632	2.8
Total	24,176	3.9	13,065	3.1	2,748	1.6	27,091	8.6	67,080	4.4
Number of Accessions										
1982	117,534		79,184		35,891		67,226		299,835	
1983	131,341		78,065		35,272		59,620		304,298	
1984	131,259		85,773		38,505		58,967		314,504	
1985	118,692		89,787		33,166		65,759		307,404	
1986	120,140		89,171		33,699		64,183		307,193	
Total	618,966		412,980		176,533		315,755		1,533,234	

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: An asterisk, (*), indicates that the percentage is less than .05.

Generally there was a smaller proportion of accessions subject to investigations in the most recent fiscal years. This probably reflects the fact that sufficient time had not elapsed for an investigation to be requested, conducted, and reported. For the Army and Marine Corps this was true particularly for IBI investigations. For the Navy and Air Force this was particularly true for SBI investigations. The substantial increase in the proportion of Navy accessions subject to IBI investigations in FY 1983 is quite noticeable. In 1982, the proportion was 4.9 percent. The rate climbed to 6.9 percent in 1983. The rate for 1984 (at 5.7 percent) was still higher than the 1982 rate.

Table 3 shows the distribution of IBI and SBI accessions across Services. These data reveal that the largest proportion of IBI accessions were in the Navy (43 percent). The Air Force had the second highest percentage of IBI accessions (32 percent). SBI accessions were most heavily concentrated in the Air Force (40 percent) though the Army was not far behind (36 percent). For both IBI and SBI accessions combined, the distribution across the Services was as follows: Air Force- 37 percent; Navy- 30 percent; Army- 29 percent; and Marine Corps- 5 percent. The Air Force, though it is the third largest Service in terms of the number of accessions, appears to have the greatest requirement for personnel security investigations.

Another way to assess the Services' requirements for or use of PSIs is through the requirements indices shown in Table 3. For each Service, this index represents the ratio of the proportion of overall IBI and SBI accession falling within the Service to the proportion of total accessions

Table 3

Percentage Distribution of FY 1982 Through 1986
Non-Prior Service Accessions Subject to IBI and
SBI Personnel Security Investigations Across
Services and Service PSI Requirements Indices

	Service			
Investigation[a]	Army	Navy	Marine Corps	Air Force
IBI	18.9	43.1	6.3	31.6
Requirements Index[b]	(.47)	(1.56)	(.54)	(1.53)
SBI	36.0	19.5	4.1	40.4
Requirements Index[b]	(.89)	(.70)	(.36)	(1.96)
IBI & SBI	28.7	29.6	5.0	36.6
Requirements Index[b]	(.71)	(1.07)	(.43)	(1.78)

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] This index was calculated by dividing the proportion of IBI and SBI accessions in a Service by the proportion of total accessions which fall into the corresponding Service.

falling within the Service. In other words, these indices give some indication of the individual Service's share of PSIs relative to its base of total accessions. An index of "1" would indicate that the proportion of PSI accessions is equal to the proportion of total accessions. A value greater than "1" would indicate that the share of PSIs is greater than its share of accessions, and so forth.

The requirements indices for the IBI show that the proportions of IBI accessions in the Navy and Air Force (with indices of 1.56 and 1.53 respectively) were approximately one and one half times the proportion of total accessions. The SBI requirements index shows only the Air Force to have had a proportion in excess of its "fair" share of accessions (1.96). Examining the indices for IBIs and SBIs combined shows the Air Force and Navy to have PSI requirements which were disproportionately greater and the Army and Marine Corps to have had disproportionately lower PSI requirements than their non-prior service accessions requirements. The overall size of the Service, it seems, does not necessarily determine its personnel security requirements. For example, though the Army is the largest Service numerically, its mission does not necessitate as great a reliance on PSIs as does the relatively small Air Force.

Educational Level. A positive monotonic relationship was found between educational level and the percentage of both IBI and SBI investigations (See Table 4). That is, FY 1982 through 1986 accessions who had attended college were the most likely candidates for highly secure positions and non-high school graduates were the least likely candidates for such sensitive positions. This relationship held across all four Services with one minor

Table 4

Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service, IBI and SBI Personnel Security Investigation, and Educational Level

Investigation[a]/ Educational Level	Service														
	Army			Navy			Marine Corps			Air Force			Total DoD		
	N	% of[b] Total	% of PSI	N	% of[b] Total	% of PSI	N	% of[b] Total	% of PSI	N	% of[b] Total	% of PSI	N	% of[b] Total	% of PSI
IBI															
Non-Graduate	352	0.8	3.6	793	2.7	3.6	111	1.2	3.5	44	2.7	0.3	1,300	1.5	2.6
GED	251	1.3	2.6	920	3.3	4.2	46	1.8	1.5	150	3.2	0.9	1,367	2.5	2.7
High School Diploma Graduate	7,159	1.5	75.0	18,161	5.5	83.6	2,755	1.8	86.9	12,032	4.6	75.6	40,107	3.2	79.7
Some College	1,778	2.9	18.6	1,837	5.5	8.5	257	2.9	8.1	3,696	7.5	23.2	7,568	4.9	15.0
Unknown	0	0	0	2	0.7	*	0	0	0	0	0	0	2	0.6	*
Total	9,540	1.5	100.0	21,713	5.1	100.0	3,169	1.8	100.0	15,922	5.1	100.0	50,344	3.3	100.0
SBI															
Non-Graduate	358	0.8	1.5	126	0.4	1.0	32	0.3	1.2	157	9.7	0.6	673	0.8	1.0
GED	317	1.6	1.3	424	1.5	3.2	24	0.9	0.9	326	7.1	1.2	1,091	2.0	1.6
High School Diploma Graduate	17,737	3.6	73.4	10,524	3.2	80.6	2,367	1.5	86.1	19,944	7.7	73.6	50,572	4.1	75.4
Some College	5,764	9.3	23.8	1,989	6.0	15.2	325	3.6	11.8	6,663	13.5	24.6	14,741	9.6	22.0
Unknown	0	0	0	2	0.7	*	0	0	0	1	20.0	*	3	0.9	*
Total	24,176	3.9	100.0	13,065	3.1	100.0	2,748	1.6	100.0	27,091	8.6	100.0	67,080	4.4	100.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] The values in this column represent the percentages of total accessions within Service and educational level that were subject to personnel security investigations. For example, .8 within the first of such cells for the Army indicates that .8 percent (or 352 of 46,350) of Army non-graduate accessions were subject to IBI.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum exactly due to rounding.

exception: Air Force nongraduates were second to those with some college in the proportion subject to SBI investigations. (It should be noted that because of stringent selection standards, Air Force nongraduates could be expected to have very high aptitude scores relative to other education groups and thus have high qualification rates for "compartmented" information specialties). Those with some college were more likely to be investigated by means of the SBI than IBI. For example, 10 percent of accessions with some college were subject to the SBI compared with 5 percent of this education group subject to the IBI. Furthermore, the differences in the proportion of accessions within educational levels subject to investigations were greater for the SBI. For example, those with some college were 60 percent more likely than high school diploma graduates and over 90 percent more likely than nongraduates to have been subject to SBIs. The corresponding differences between education groups for the IBI are 35 percent and 70 percent, respectively. It seems that the Services attempt to put more highly educated recruits into sensitive positions. Table 4 also shows the percentage distribution of IBI and SBI accessions by educational level, or the educational level composition of IBI and SBI accessions. Although, looking within educational level, proportionally more accessions with some college were screened into sensitive positions, high school diploma graduates represented the actual peak of the distribution of IBI and SBI accessions. Those with some college were the second largest component of PSIs.

The rankings of education groups among accessions with IBIs and SBIs are not surprising in and of themselves. They are more elucidating in comparison to Table 5 which shows the corresponding education distribution for all accessions. Across DoD, one finds that those with some college

Table 5

Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service and Educational Level

Educational Level	Service									
	Army		Navy		Marine Corps		Air Force		Total DoD	
	N	%	N	%	N	%	N	%	N	%
Non-Graduate	46,350	7.5	29,393	7.0	9,363	5.3	1,617	0.5	86,723	5.7
GED	19,418	3.1	28,237	6.7	2,628	1.5	4,619	1.6	54,902	3.6
High School Diploma Graduate	491,519	79.4	330,699	78.4	155,561	88.1	260,256	82.4	1,238,035	80.8
College	61,667	10.0	33,374	7.9	8,924	5.1	49,258	15.6	153,223	10.0
Other/Unknown	12	*	277	*	57	*	5	*	351	*
Total	618,966	100.0	421,980	100.0	176,533	100.0	315,755	100.0	1,533,234	100.0

Source: Defense Manpower Data Center

Note: An asterisk, (*), indicates that the percentage is less than .05.

education were somewhat overrepresented among accessions with PSIs relative to all accessions. IBI recruits had one and one half times more people with some college than did total recruits. SBI accessions had over two times more people with some college. All other education groups (especially those with less than a high school diploma) were slightly underrepresented among IBI and particularly SBI accessions.

This pattern held for all Services with the exception that in the Navy high school graduates were also overrepresented among PSI recruits. Since educational level serves as one of the primary indicators of recruit quality (Department of Defense, 1985a), these data indicate that the Services attempt to assign in the best available personnel to sensitive jobs.

Age at Enlistment. As Table 6 shows, there were no appreciable differences in IBI or SBI proportions among accessions of varying age groups. Though older recruits (i.e., ages 21-25 and ages 26-35) in the Army and Air Force showed somewhat higher proportions of investigations than younger recruits (and which may be related to the "pull" for accessions with some college), age did not appear to be an important variable among enlisted personnel for selection into sensitive positions.

This point is made again when comparing the percentage of age groups comprising PSIs in Table 6 with the percentage of age groups comprising total accessions in Table 7. The distribution of ages for both IBI and SBI recruits was very similar to the distribution found for all recruits.

Table 6

Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions
by Service, IBI and SBI Personnel Security Investigation, and Age at Enlistment

	Service														
	Army			Navy			Marine Corps			Air Force			Total DoD		
Investigation[a]/ Age	N	% of[b] Total	% of PSI	N	% of[b] Total	% of PSI	N	% of[b] Total	% of PSI	N	% of[b] Total	% of PSI	N	% of[b] Total	% of PSI
IBI															
17	659	1.4	6.9	1,489	4.7	6.9	332	2.1	10.5	589	4.7	3.7	3,069	2.8	6.1
18	3,048	1.5	31.9	7,716	5.7	35.5	1,466	1.9	46.2	4,630	4.9	29.1	16,860	3.3	33.5
19	1,655	1.3	17.3	4,855	5.2	22.4	647	1.6	20.4	3,251	4.6	20.4	10,408	3.1	20.7
20	1,088	1.5	11.4	2,576	4.9	11.9	278	1.6	8.8	2,081	4.6	13.1	6,023	3.2	12.0
21-25	2,422	1.8	25.4	4,163	4.7	19.2	408	1.8	12.9	4,782	5.8	30.0	11,775	3.6	23.4
26-35	668	2.0	7.0	914	4.4	4.2	38	1.7	1.2	589	6.4	3.7	2,209	3.4	4.4
Total	9,540	1.5	100.0	21,713	5.1	100.0	3,169	1.8	100.0	15,922	5.0	100.0	50,344	3.3	100.0
SBI															
17	1,772	3.7	7.3	712	2.2	5.4	220	1.4	8.0	1,018	8.1	3.8	3,722	3.5	5.5
18	7,845	3.8	32.4	4,447	3.3	34.0	1,286	1.6	46.8	7,298	7.7	26.9	20,876	4.1	31.1
19	3,970	3.1	16.4	2,595	2.8	19.9	593	1.5	21.6	5,441	7.6	20.1	12,599	3.8	18.8
20	2,646	3.6	10.9	1,503	2.9	11.5	253	1.5	9.2	3,876	8.6	14.3	8,278	4.4	12.3
21-25	6,246	4.8	25.8	2,985	3.4	22.8	359	1.6	13.1	8,405	10.1	31.0	17,995	5.5	26.8
26-35	1,697	5.0	7.0	823	3.9	6.3	37	1.7	1.3	1,053	11.5	3.9	3,610	5.5	5.4
Total	24,176	3.9	100.0	13,065	3.1	100.0	2,748	1.6	100.0	27,091	8.6	100.0	67,080	4.4	100.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] The values in this column represent the percentages of total accessions within Service and age group that were subject to personnel security investigations. For example, 1.4 within the first of such cells for the Army indicates that 1.4 percent (or 659 of 47,903) of Army 17 year old accessions were subject to IBIs.

Note: An asterisk, (*), indicates that the percentages is less than .05. Percentages may not sum due to rounding.

Table 7

Number and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions by Service and Age at Enlistment

	Service									
	Army		Navy		Marine Corps		Air Force		Total DoD	
Age	N	%	N	%	N	%	N	%	N	%
17	47,903	7.7	31,927	7.6	15,502	8.8	12,523	4.0	107,855	7.0
18	204,894	33.1	135,703	33.2	78,847	44.7	94,721	30.0	514,165	33.5
19	127,823	20.7	93,095	22.1	40,270	22.8	71,313	22.6	332,501	21.7
20	73,440	11.9	52,180	12.4	17,322	9.8	44,919	14.2	187,861	12.3
21-25	131,198	21.2	88,404	21.0	22,405	12.7	83,123	26.3	325,130	21.1
26-35	33,704	5.4	20,666	4.9	2,184	1.2	9,149	2.9	65,703	4.3
Other/Unknown	4	*	5	*	3	*	7	*	19	*
Total	618,966	100.0	421,980	100.0	175,533	100.0	315,755	100.0	1,533,234	100.0

Source: Defense Manpower Data Center.

Note: An asterisk, (*), indicates that the percentage is less than .05.

Occupational Group. Table 8 shows the rank order and percentage of FY 1982 through 1986 accessions by Service within the 10 occupational areas as defined in the DoD Occupational Conversion Manual (Department of Defense, 1984). Across all Services, IBI and SBI accessions were concentrated primarily in Communications and Intelligence jobs. For SBI accessions, this occupational area ranked first for all Services except the Air Force where it ranked second. In the Army, 55.8 percent of SBI accessions were assigned to Communications and Intelligence jobs. In the Navy, 39.8 percent of SBI accessions were so assigned. The percentage for the Marine Corps was 50.2 and for the Air Force the percentage was 25.3. Most SBI accessions in the Air Force were in the Functional Support and Administration area (25.8 percent).

Army and Navy IBI accessions were most likely to be assigned to Communications and Intelligence (27.5 percent and 39.0 percent, respectively). For Marine Corps accessions, Communications and Intelligence ranked second to Infantry; while Electrical/Mechanical Equipment Repair ranked first for Air Force accessions, followed by Functional Support and Administration.

These differences in occupational assignment probably reflect differing Service missions. For example, the Army and Marine Corps had a relatively high percentage of IBI accessions assigned to Infantry, Gun Crew, and Seamanship specialties which is in accordance with their heavy ground combat responsibilities. Without the weight of extensive ground combat responsibilites, the Navy and Air Force have a relatively greater emphasis in repair of their technologically advanced electronic and electrical equipment.

Table 8

Rank Order and Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations Within Occupational Area by Service and IBI and SBI Personnel Security Investigation

	Service/Investigation[a]															
	Army				Navy				Marine Corps				Air Force			
	IBI		SBI		IBI		SBI		IBI		SBI		IBI		SBI	
Occupational Area	Rank	%	Rank	%	Rank	%	Rank	%	Rank	%	Rank	%	Rank	%	Rank	%
Infantry Gun Crews & Seamanship Specialists	(2)	25.7	(7)	1.2	(6)	3.2	(5)	2.7	(1)	37.4	(2)	21.5	(7)	5.4	(8)	2.5
Electronic Equipment Repairers	(5)	9.0	(3)	10.8	(3)	25.0	(2)	20.7	(6)	3.7	(7)	2.0	(3)	15.3	(4)	16.4
Communications & Intelligence Specialists	(1)	27.5	(1)	55.8	(1)	39.0	(1)	39.8	(2)	25.3	(1)	50.2	(5)	8.0	(2)	25.3
Medical & Dental Specialists	(9)	0.6	(9)	0.5	(9)	0.2	(9)	0.6	(9)	0	(9)	0	(9)	0.2	(9)	1.1
Other Technical & Allied Specialists	(8)	4.8	(8)	1.0	(8)	0.2	(8)	0.6	(7)	3.6	(8)	0.4	(6)	5.9	(6)	3.0
Functional Support & Administration	(3)	9.8	(4)	7.9	(5)	4.3	(4)	10.0	(3)	15.0	(6)	5.1	(2)	15.7	(1)	25.8
Electrical/Mechanical Equipment Repairers	(4)	9.7	(6)	3.0	(4)	4.9	(6)	2.1	(5)	5.6	(4)	7.3	(1)	32.3	(7)	2.4
Craftsmen	(7)	5.3	(5)	5.3	(7)	0.8	(7)	1.3	(4)	8.1	(5)	6.1	(8)	2.0	(5)	4.7
Non-Occupational	(6)	7.6	(2)	14.2	(2)	19.8	(3)	18.3	(8)	1.4	(3)	7.4	(4)	12.1	(3)	17.5

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: Percentages within columns may not sum to 100 because "unknown" was not included among the occupational areas.

Not only were there differences between Services in assignment patterns, but there were also within Service differences in assignment patterns for IBI and SBI accessions, particularly at the two-digit occupational group level. These more specific occupational categorizations (detailed in Tables A-1 through A-4) show differing requirements for controlled access or information. For example, Army IBI Communications and Intelligence Specialists were in the Radio and Radio Code group primarily, while their SBI counterparts were primarily in Signal Intelligence/Electronic Warfare. One notable difference between IBI and SBI accessions appeared in the "Not Occupationally Qualified" group. More SBI than IBI accessions appeared in this category, particularly for the Army. The longer training times for SCI access jobs may account for this difference. The most recent cohort (FY87) had the highest percent of SBI accessions in this category, and the next most recent cohort had the next highest percentage, and the older cohorts had a much lower percent of SBI accessions not occupationally qualified.

Occupational assignment patterns for IBI and SBI accessions by educational level and age at enlistment are presented in Appendix Tables A-5 through A-12. Generally, there were no huge disparities in assignment patterns by these variables; a finding that is consistent with military manpower research in general (cf., Camara & Laurence, 1987). Differences in assignment by education and age which appeared are not necessarily related to differences in personnel security investigations, rather they may be a function of job preferences and standards such as certain high school course prerequisites.

IBI/SBI Investigations and Suitability Issue Cases

Table 9 presents, within Service and fiscal year, the percentage of suitability issue cases by investigation. Taking DoD as a whole and using issue case rates as the criterion, there is no firm evidence that one investigation is superior to another. Overall, the issue case rate for IBIs was 9.9 percent while the corresponding rate for SBIs was 10.0 percent. Some statistically significant differences (as determined through Chi Square analyses) in the proportions of issue case rates for IBIs and SBIs were found by Service (See Tables B-1 and B-2). The Army, Marine Corps, and Air Force showed proportionally more issue cases for the SBI than the IBI. The reverse was true for the Navy. However, the strength of the relationship between investigation and issue cases (as measured by the Phi Coefficient) was not terribly impressive. Both findings -- statistical significance and unsubstantial strength -- were influenced by the very large sample sizes and thus low standard errors of measurement. (Results of the statistical analyses are presented in Appendix B).

Within Services, the data showed some variation in issue cases by fiscal year. Of particular interest was the increase in SBI and particularly IBI issue case rates beginning with FY 1985. This finding may reflect the security emphasis ushered in by the Stilwell Commission and/or the 1985 Walker spy case. Perhaps investigations were conducted in a more effective manner or perhaps more stringent criteria were used in determining issue cases. Further data (e.g., later fiscal years) are needed to verify this "Walker effect".

Table 9

Number and Percentage of Suitability Issue Cases Among FY 1982 Through 1986
Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by
Service, IBI and SBI Personnel Security Investigation, and Fiscal Year

Investigation[a]/ Fiscal Year	Service									
	Army		Navy		Marine Corps		Air Force		Total DoD	
	N	%	N	%	N	%	N	%	N	%
IBI										
1982	219	9.5	411	10.6	66	5.6	213	5.4	909	8.0
1983	285	10.5	661	12.2	50	5.0	188	5.0	1184	9.2
1984	221	9.1	516	10.6	43	6.1	121	4.3	901	8.3
1985	131	10.9	768	17.7	29	10.6	187	6.0	1115	12.5
1986	101	11.4	583	18.1	0	0	188	8.3	872	13.7
Total	957	10.0	2,939	13.5	188	5.9	897	5.6	4,981	9.9
SBI										
1982	719	12.1	334	11.7	61	7.8	632	8.8	1,746	10.4
1983	757	12.1	317	10.1	51	7.2	502	7.7	1,627	9.8
1984	409	8.9	251	9.2	40	7.6	368	6.9	1,068	8.1
1985	426	10.4	317	12.1	34	7.7	390	8.4	1,167	9.9
1986	463	14.1	263	15.4	23	7.9	320	9.6	1,069	12.4
Total	2,774	11.5	1,482	11.3	209	7.6	2,212	8.2	6,677	10.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance.
SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

The somewhat higher issue case rates found for SBI investigations are inexplicable from the data at hand, but there are credible expository hypothesis. First, SBI subjects may have more derogatory backgrounds, though this is unlikely since, as described above, there are little differences between IBI and SBI populations. Second, the different scopes (e.g., the SBI's use of neighborhood checks) may account for differences in IBI and SBI issue case rates. Finally, and perhaps most plausible, the criteria for determining issue status may be more stringent for the SBI. To ascertain the definitive reasons behind differences in issue case rates between IBI and SBI accessions these hypotheses need further examination.

Educational Level. Non-high school graduates and GED equivalency credential holders had higher issue case rates than the other education groups (See Table 10). For example, for the total DoD population of non-graduates and GED credential holders who were investigated via the IBI there were 17.0 percent and 18.9 percent suitability issue cases respectively while the rate across all education groups was only 9.9 percent. Thus, the IBI issue case rate for those with less than a high school diploma was over 40 percent higher than the overall IBI issue case rate. The relatively high issue case rates for these education groups were even more evident for SBI investigations. The rate for DoD non-graduates subject to SBIs was 21.7 percent and 21.1 percent for GED holders. These rates were over 50 percent higher than the overall SBI issue case rates. The above issue case patterns by educational level held across Services.

Another way of analyzing the data presented in Table 10 is to compare the issue case rates for IBI and SBI investigations within educational

Table 10

Number and Percentage of Suitability Issue Cases Among FY 1982 Through 1986
Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations
by Service, IBI and SBI Personnel Security Investigation, and Educational Level

Investigation[a]/ Educational Level	Army N	Army %	Navy N	Navy %	Marine Corps N	Marine Corps %	Air Force N	Air Force %	Total DoD N	Total DoD %
IBI										
Non-Graduate	48	13.6	158	19.9	12	10.8	3	6.8	221	17.0
GED	36	14.3	206	22.4	3	6.5	13	8.7	258	18.9
High School Diploma Graduate	679	9.5	2315	12.7	152	5.5	682	5.7	3828	9.5
Some College	194	10.9	260	14.2	21	8.2	199	5.4	674	8.9
Total Education[b]	957	10.0	2939	13.5	188	5.9	897	5.6	4981	9.9
SBI										
Non-Graduate	84	23.5	28	22.2	6	18.8	28	17.8	146	21.7
GED	74	23.3	11	21.5	6	25.0	59	18.1	230	21.1
High School Diploma Graduate	1951	11.0	1103	10.5	161	6.8	1622	8.1	4837	9.6
Some College	665	11.5	280	13.1	36	11.1	503	7.5	1464	9.9
Total Education[b]	2774	11.5	1482	11.3	209	7.6	2212	8.2	6677	10.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance.
SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] The totals also include those accessions with "missing" education.

level. In so doing, one finds for DoD significantly more SBI issue cases among non-graduates and those with some college than for high school graduates (See Table B-3). For the Army, significantly higher proportions of suitability issues were found for SBI investigations for all education groups except those with some college. The Navy showed significant differences for high school graduates only, but in this case IBI rather than SBI investigations were associated with greater issue case rates. Differences for GED recipients only appeared in the Marine Corps data with SBIs having the higher yield. Finally, the Air Force data showed significantly more issue cases with the SBI for all education groups except non-high school graduates. In sum, there appear to be reliable differences between IBI and SBI issue case rates for accessions with less than a high school diploma with the SBI accounting for more issue cases.

Another way to depict issue cases as related to educational level and type of investigation is shown in Table 11 which presents relative unsuitability indices for each education level within Service. These are useful measures of the base rate of unsuitability issues particularly since for some education groups (i.e., nongraduates and GED holders) the absolute number of IBI and SBI accessions and the number of issues was relatively small compared to other education groups such as high school diploma graduates. These indices represent, within education level, the ratio of the proportion of unsuitability issues to the proportion of investigated accessions.

Generally, nongraduates and GED holders investigated by either the IBI or SBI had more than their share of issue cases (i.e., an index of greater

Table 11

Relative Unsuitability Indices by Educational Level
Within Service and Investigation for FY 1982 through 1986 Non-Prior
Service Accessions Subject to IBI and SBI Personnel Security Investigation[a]

Investigation[b]/ Educational	Service				
	Army	Navy	Marine Corps	Air Force	Total DoD
IBI					
Non-Graduate	1.39	1.50	1.83	1.00	1.69
GED	1.46	1.67	1.07	1.56	1.93
High School Diploma Graduate	.95	.95	.93	1.01	.96
Some College	1.09	1.04	1.38	.96	.90
SBI					
Non-Graduate	2.00	1.90	2.42	2.17	2.20
GED	2.08	1.91	3.22	2.25	2.13
High School Diploma Graduate	.96	.92	.89	1.00	.96
Some College	1.01	1.15	1.46	.92	1.00
IBI & SBI					
Non-Graduate	1.67	1.62	1.88	2.00	1.85
GED	1.71	1.26	1.92	2.11	2.00
High School Diploma Graduate	.96	.94	.91	1.00	.96
Some College	1.03	1.11	1.47	.94	.96

[a] These unsuitability indices represent the ratio of the percentage of a particular education group comprising unsuitability issues cases within a Service to the percentage of a particular education group comprising investigated accessions within a Service. For example nongraduates comprise 5 percent of Army unsuitability issues cases and 3.7 percent of Army IBI accessions. The resulting ratio of these percentages is 1.39 as indicated in the first cell of this table.

[b] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

than 1) and high school graduates and those with some college had less than their share of suitability issues (i.e., an index of less than 1). Actually, those IBI and SBI accessions with some college often had slightly more than their share of suitability issues. This finding may be partially a function of an age confound since, as the data below indicate, age is positively related to issue status.

For total DoD, nongraduates and GED holders comprised a greater proportion of IBI suitability issue cases than total IBI accessions (suitability indices of 1.69 and 1.93, respectively). This tendency was even greater for the SBI with indices of 2.20 for nongraduates and 2.13 for GED holders. IBI and SBI graduates and college attenders, had about their share (or slightly below) of suitability issues (indices ranged from .90 for IBIs with some college to 1.00 for SBIs with some college).

From these results, it seems that non-graduates and GED credential holders engage in more deviant or socially undesirable behaviors than high school graduates or those with some college. Perhaps since they were not attending school they had more time to do so. Not only did those with less than a high school diploma have proportionally more suitability issues but the SBI resulted in statistically more issues than the IBI for these education groups.

Age at Enlistment. There were statistically significant differences in issue case rates among accessions of various ages (See Table 12 and Appendix Table B-4). As Table 12 shows, generally there was a direct relationship between age and proportion of suitability issues for both IBI and SBI for

Table 12

Number and Percentage of Suitability Issue Cases Among FY 1982 Through 1986
Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations
by Service, IBI and SBI Personnel Security Investigation, and Age at Enlistment

Investigation[a]/ Age Group	Service									
	Army		Navy		Marine Corps		Air Force		Total DoD	
	n	%	n	%	n	%	n	%	n	%
IBI										
17	40	6.1	162	10.9	13	3.9	17	2.9	232	7.6
18	194	6.4	791	10.3	62	4.2	151	3.3	1,198	7.1
19	152	9.2	608	12.5	38	5.9	174	5.4	972	9.3
20	113	10.4	375	14.6	23	8.3	135	6.5	646	10.7
21-25	328	13.5	772	18.5	48	11.8	362	7.6	1,510	12.8
26-35	130	19.5	231	25.3	4	10.5	58	9.8	423	19.1
Total Age[b]	957	10.0	2,939	13.5	188	5.9	897	5.6	4,981	9.9
SBI										
17	145	8.2	56	7.9	13	5.9	43	4.2	257	6.9
18	589	7.5	312	7.0	69	5.4	391	5.4	1,361	6.5
19	433	10.9	274	10.6	49	8.3	398	7.3	1,154	9.2
20	333	12.6	178	11.8	27	10.7	329	8.5	867	10.5
21-25	911	14.6	490	16.4	47	13.1	901	10.7	2,349	13.1
26-35	363	21.4	172	20.9	4	10.8	150	14.2	689	19.1
Total Age[b]	2,774	11.5	1,482	11.3	209	7.6	2,212	8.2	6,677	10.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] The totals also include those accessions with "missing" education.

all Services. Within age groups, statistically significant differences between IBI and SBI issue case rates were not consistently found (See Table B-5). For DoD, significant differences were found for 18 year olds only; with the IBI yielding proportionally more issues. The Army data showed statistically significant differences only for 18 year olds but in this case the SBI had the higher issue yield. For the Air Force, the SBI showed a higher proportion of suitability issues for all ages except those who were 17 years old at enlistment. Furthermore, for the Air Force, the SBI's greater issue yield was most noticeable among the older age groups (i.e., 21-25 years and 26-35 years). For the Navy, the IBI produced significantly more issue cases then the SBI for all age groups.

These patterns are displayed in another format in Table 13. Relative unsuitability indices are reported here by age group within Service and types of investigation. For all Services and both investigations, as age increased the unsuitability index increased. For those recruits under age 20, indices were under "1" --these age groups account for a smaller proportion of the Services' unsuitability issues than they account for the Services' PSI accessions. The opposite was true for IBI and SBI accessions who were ages 20 or greater. These recruits had indices in excess of "1" showing that they accounted for a greater proportion of suitability issues.

These data lead to equivocal interpretations to say the least. While there were differences in the proportion of issue cases by age group, there did not seem to be overwhelming or consistent differences between the IBI and SBI across age groups. Generally, the SBI produced more issues across age groups. But whether the SBI has a greater issue case yield for certain

Table 13

Relative Unsuitability Indices by Age
Within Service and Investigation for FY 1982 Through 1986 Non-Prior
Service Accessions Subject to IBI and SBI Personnel Security Investigation[a]

Investigation[b]/ Age	Service				
	Army	Navy	Marine Corps	Air Force	Total DoD
IBI					
17	.61	.80	.66	.51	.77
18	.64	.76	.71	.58	.72
19	.92	.92	.99	.95	.94
20	1.04	1.08	1.39	1.15	1.08
21-25	1.33	1.37	1.98	1.35	1.29
26-35	1.94	1.88	1.75	1.76	1.93
SBI					
17	.71	.70	.78	.50	.69
18	.65	.62	.71	.66	.66
19	.95	.93	1.08	.90	.92
20	1.10	1.04	1.40	1.04	1.06
21-25	1.27	1.45	1.71	1.31	1.31
26-35	1.87	1.84	1.46	1.74	1.91
IBI & SBI					
17	.69	.78	.70	.51	.72
18	.65	.71	.71	.63	.69
19	.94	.93	1.04	.91	.93
20	1.08	1.07	1.40	1.08	1.07
21-25	1.29	1.38	1.84	1.32	1.30
26-35	1.89	1.82	1.54	1.76	1.90

[a] For example, 17 year olds comprise 4.2 percent of Army unsuitability issue cases and 6.9 percent of Army IBI accessions. The resulting rates of these percentages is .61 as indicated in the first cell of this table.

[b] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

ages is not clear from these data. As was speculated above for nongraduates, the incidence of issues seems to coincide with time. Older accessions may simply have had more time to engage in "suspicious" activities.

IBI/SBI Investigations and Attrition

Recruits subject to SBIs had significantly higher first term attrition rates than recruits subject to IBIs (See Table 14 and B-6). For DoD, the overall 36 month attrition rates were 8.5 percent and 12.5 percent for IBI and SBI accessions, respectively. This finding held for all Services except the Navy which showed higher attrition rates for the IBI. The higher attrition rates for recruits subject to the SBI were particularly strong for the Army and the Air Force where SBI recruits had overall attrition rates which were over 50 percent higher than the rates for IBI recruits.

There was considerably less disparity between the IBI and SBI regarding adverse or potentially security related attrition. In fact, only a very small proportion of accessions subject to either the IBI or SBI left service prematurely for these reasons. Among these adverse codes, drug usage, at 1.2 percent for the IBI and .9 percent for the SBI across DoD, accounted for the highest percentage. Within the Army and Marine Corps, none of these adverse reasons singly showed more than 1 percent attrition. The Navy showed a high of 2.1 percent attrition due to both drug use and discreditable incidents, separately, among IBI accessions. Combining the adverse attrition rates still shows a relatively small proportion of recruits leaving for these 16 reasons. Among all FY 1981 through 1983 accessions subject to the IBI, only 2.7 percent left during their first term for these adverse reasons. The corresponding rate for accessions subject to the SBI was 3.1

Table 14

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Service,
IBI and SBI Personnel Security Investigation, and Attrition Type

	Service/Investigation[a]									
	Army		Navy		Marine Corps		Air Force		Total DoD	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	5,016	12,218	9,283	6,000	2,173	1,493	7,692	13,731	24,164	33,442
60 Character or Behavior Disorder	0.1	0.3	0.6	0.7	0.1	0.7	0.4	0.7	0.4	0.5
61 Motivational Problems	0	*	*	0.1	0	0	0	*	*	*
64 Alcoholism	0.1	0.3	0.3	0.2	0	0.3	0.1	0.1	0.2	0.2
65 Discreditable Incidents	0	0	2.1	1.0	0.4	0.5	0.6	0.6	0.1	0.4
66 Shirking	0	*	0	0	0	0	0	0	0	*
67 Drugs	0.5	0.4	2.1	0.9	0.5	0.5	0.9	1.4	1.2	0.9
68 Financial Irresponsibility	0	0	0	*	0	0	0.1	*	*	*
69 Lack of Dependent Support	0	0	0	0	0	0	0	*	0	*
71 Civil Court Conviction	*	*	*	*	0.1	0	0.1	0.1	0.1	*
73 Court Martial	0.1	0.1	0.2	0.2	0.1	0.3	0.1	0.1	0.1	0.1
74 Fraudulent Entry	0.2	0.1	0.4	0.3	0.1	0.1	0.1	0.4	0.2	0.3
75 AWOL, Desertion	0	0	0	0	0	0	0	*	0	*
76 Homosexuality	0.1	0.4	0.5	0.8	0.1	0.2	0.1	0.3	0.3	0.4
96 Conscientious Objector	*	*	*	*	0	0	*	*	*	*
98 Breach of Contract	0.1	0.1	*	*	0.1	0.1	*	0.1	*	0.1
99 Other	0	*	*	0	0.2	0.1	0.4	0.5	0.1	0.2
TOTAL ATTRITION[b]	7.7	15.0	11.5	7.7	4.7	8.4	6.6	12.8	8.5	12.5

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitve Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk (*) indicates that the percentage is less than .05. Percentages may not sum due to rounding.

percent. All Services showed significant adverse attrition rate differences between the IBI and SBI (with the Navy going its usual opposite direction from the other Services) however, the relationships were not very strong.

Regardless of these IBI/SBI attrition differences, the actual incidence of attrition for PSI recruits was relatively small in comparison to the figures for overall recruits. Table 15 presents first-term attrition rates for the combined FY 1982 and 1983 accession cohorts. The rate of 26.7 for total DoD was approximately two times greater than the corresponding rate for SBI accessions and three times greater than for IBI accessions. In all Services, recruits who underwent PSIs had substantially lower attrition rates than the Services' total recruit populations.

Table 15

Thirty-Six Month Attrition Rates for FY 1982 and 1983 Non-Prior Service Accessions by Service

Service				
Army	**Navy**	**Marine Corps**	**Air Force**	**Total DoD**
30.6	24.2	31.1	19.4	26.7

Source: Defense Manpower Data Center.

Attrition data for accessions subject to IBI and SBI personnel security investigations by educational level and age at enlistment are presented in Appendix A to this report (See Tables A-13 through A-20). The above noted differences between the IBI and SBI were consistent within education and age.

Interpreting these adverse and total attrition rate differences between IBI and SBI accessions is problematic at best. The higher adverse attrition rates for SBI accessions, as compared to IBI accessions, may be a function of the higher issue case rates for the former group. Furthermore, these higher attrition rates may reflect a tendency to monitor persons with SCI access more stringently, as well as to cite them for disciplinary infractions more readily. The conjectured relationship between suitability issue case rates and adverse attrition rates could also explain the higher adverse attrition rates for IBI accessions in the Navy since such Navy accessions showed higher issue case rates then their SBI counterparts. Though there were differences between the IBI and SBI in terms of adverse attrition, it should be emphasized that these differences were rather small and, in fact, paralleled the small differences in issue case rates found between the IBI and SBI. One cannot rule out the timing of the investigation as a contributor to the differences between IBI and SBI attrition rates. For example, if there is a tendency for SBIs to be run earlier in the enlistment term than IBIs then potentially "bad" IBI accessions would have been weeded out through early attrition and thus the result would be a relative reduction in the attrition rate for actual IBI accessions.

Larger differences between the IBI and SBI were found for total attrition and, thus, are attributable to reasons other than the potentially security related loss codes. The remaining attrition (after subtracting out the security related attrition) is not necessarily negative; that is, it may be misleading to conclude that accessions subject to SBIs (or in the Navy's case, accessions subject to the IBI) were poorer performers on the basis of their higher total or "other" attrition rates. Though a few "unflattering" codes (i.e., enuresis, inaptitude, unsanitary habits, misconduct - reason unknown, unfitness - reason unknown, and unsuitability - reason unknown) are included in the remaining attrition, DMDC data indicate that losses for such reasons are negligible. Furthermore, such codes may not be as related to security nor as descriptive as the codes singled out. Non-adverse reasons such as medical disqualification, pregnancy or parenthood, dependency or hardship, and particularly early release from service account for most of the remaining attrition. Losses due to early release may be particularly prevalent among recruits returning from overseas duty tours. Such tours have prespecified lengths which may or may not coincide with the recruit's contracted term of enlistment. Thus, rather than going to the expense of reassigning the recruit for the few months remaining in the tour, an early release may be granted. If positions requiring SCI access are more prevalent overseas, this could account for some of the differences in overall attrition between IBI and SBI accessions. Examining the duty location (in this case at service exit) may shed some light on IBI/SBI differences.

Suitability Issue Cases and Attrition

Breaking out the data for IBI and SBI accessions by suitability issue status provides a more refined analysis of attrition rate differences

between these investigations. As Table 16 shows, for both the IBI and SBI, the combined adverse and total attrition rates were higher for accessions with suitability issues than for accessions not so flagged. For DoD as a whole, the attrition rate for IBI accessions without issues was 8 percent and the rate for IBI accessions with issues was almost twice that rate at 14.1 percent. The combined adverse attrition rates for IBI accessions with and without issues were 7.9 percent and 3.4 percent, respectively. SBI accessions without issues showed an adverse attrition rate of 2.9 percent and a total attrition rate of 7.1 percent. The SBI total attrition rates were 11.7 percent for those without issues and 19.3 percent for those with issues. These findings held across Services and with a few exceptions were statistically significant (See Table B-7).

Among the specific adverse attrition codes provided, Table 16 shows that the drug usage code accounted for most of the early exits from service among IBI and SBI accessions alike, and this code was particularly noticeable among issue case accessions. For example, 4.6 percent of Navy IBI accessions with issues and 2.3 percent of Navy SBI accessions with issues left service prematurely for these reasons. These percentages stood in sharp contrast to the 1.8 percent and .7 percent among Navy IBI and SBI accessions without issues. In addition to drug usage, discreditable incidents and fraudulent entry were also noticeable among the adverse loss codes for accessions with suitability issues. Indeed, persons with suitability issues seem to be bad risks relative to those without such issues.

It was speculated above that the higher incidence of suitability issues for the SBI contributed to the higher attrition rates associated with this

Table 16

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accession by Service, Suitability Issue Status,
IBI and SBI Personnel Security Investigation, and Attrition Type

Investigation[a]/ Attrition Type	Service/Suitability Issue Status									
	Army		Navy		Marine Corps		Air Force		Total DoD	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI										
TOTAL N	**4,512**	**504**	**8,211**	**1,072**	**2,057**	**116**	**7,291**	**401**	**22,071**	**2,093**
60 Character or Behavior Disorder	0.1	0	0.6	0.7	0.1	1.7	0.4	0.5	0.4	0.5
61 Motivational Problems	0	0	*	0	0	0	0	0	*	0
64 Alcoholism	*	0.4	0.2	0.8	0	0	0.1	0.5	0.1	0.6
65 Discreditable Incidents	0	0	2.0	3.5	0.3	1.0	0.6	0.5	1.0	1.9
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	0.4	1.0	1.8	4.6	0.5	1.0	0.9	1.5	1.1	2.9
68 Financial Irresponsibility	0	0	0	0	0	0	0.1	0	*	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	*	0	*	0.1	0	1.7	0.1	0.5	0.1	0.2
73 Court Martial	0.1	0	0.2	0.3	0.1	0	0.1	0	0.1	0.1
74 Fraudulent Entry	0.1	0.8	0.2	1.7	0	2.6	0.1	1.0	0.1	1.4
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.1	0	1.0	0.6	0.1	1.0	0.1	0	0.3	0.3
96 Conscientious Objector	*	0	*	0	0	0	*	0	*	0
98 Breach of Contract	0.1	0	0.1	0	0.1	0	*	0	*	0
99 Other	0	0	*	0.1	0.2	0	0.4	0	0.2	*
TOTAL ATTRITION[b]	**7.5**	**9.3**	**10.6**	**18.2**	**4.3**	**12.1**	**6.4**	**9.7**	**8.0**	**14.1**
SBI										
TOTAL N	**10,742**	**1,476**	**5,349**	**651**	**1,381**	**112**	**12,597**	**1,134**	**30,069**	**3,373**
60 Character or Behavior Disorder	0.3	0.5	0.7	0.9	0.6	2.7	0.6	1.2	0.5	0.9
61 Motivational Problems	*	0.1	0.1	0	0	0	*	0.2	*	0.1
64 Alcoholism	0.2	0.5	0.2	0.3	0.2	0.9	0.1	0.3	0.2	0.4
65 Discreditable Incidents	0	0	1.0	1.7	0.4	1.8	0.6	0.7	0.4	0.6
66 Shirking	*	0	0	0	0	0	0	0	*	0
67 Drugs	0.3	1.2	0.7	2.3	0.5	0.9	1.2	4.0	0.8	2.3
68 Financial Irresponsibility	0	0	*	0	0	0	*	0.1	*	*
69 Lack of Dependent Support	0	0	0	0	0	0	*	0	*	0
71 Civil Court Conviction	*	0.1	*	0	0	0	0.1	0.3	*	0.1
73 Court Martial	*	0.1	0.1	0.3	0.3	0	0.1	0.4	0.1	0.2
74 Fraudulent Entry	0.1	0.5	0.2	1.1	0.1	0	0.2	1.0	0.1	1.5
75 AWOL, Desertion	0	0	0	0	0	0	*	0	*	0
76 Homosexuality	0.4	0.5	0.8	1.4	0.2	0	0.3	0.5	0.4	0.7
96 Conscientious Objector	*	0	*	0	0	0	*	0	*	0
98 Breach of Contract	0.1	0.2	*	0	0.1	0	0.1	0.1	0.1	0.1
99 Other	*	0	0	0	0.1	0	0.5	0.5	0.2	0.2
TOTAL ATTRITION[b]	**14.3**	**20.2**	**7.1**	**12.8**	**8.1**	**11.6**	**11.9**	**22.8**	**11.7**	**19.3**

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

investigation compared to the IBI. Comparing attrition rates for IBI and SBI accessions while holding issue status constant addresses this hypothesis. For DoD as a whole, SBI accessions with issues showed higher attrition rates than IBI accessions with issues (See Table B-8). For adverse or potentially security related attrition, however, this was not the case. IBI and SBI accessions with issues showed roughly the same percentage of adverse attrition, 7.9 percent and 7.1 percent respectively. This is generally the case for all Services (except the Navy which showed significantly greater adverse attrition for IBIs as opposed to SBIs with issues). Comparisons of attrition rates of IBI and SBI accessions with and without issues are presented by education and age at enlistment in Appendix A (See Tables A-21 through A-28). Generally, such breakouts did not have enough power for reliable comparisons.

So the higher attrition rates for SBI accessions may be attributable partly to their higher issue case rates though this does not appear to be the only factor. Again, the behavior of such accessions may be scrutinized to a greater degree than IBI accessions.

IBI/SBI Investigations and Clearance Status

The majority of Army and Air Force FY 1981 through FY 1986 enlisted accessions subjected to IBI and SBI investigations were granted clearances.[3] Table 17 shows that 85.5 percent of Army IBI accessions held security clearances (Secret, Top Secret, and SCI combined) with most (73.6 percent)

[3]The reader will recall that the DCII contains clearance status for the Army and Air Force only.

Table 17

Percentage of FY 1982 Through 1986 Non-Prior Service
Accessions Subject to IBI and SBI Personnel Security Investigations
by Clearance Status and Fiscal Year

(ARMY)

	Fiscal Year/Investigation[a]											
	1982		1983		1984		1985		1986		Total	
Clearance Status	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	2,302	5,961	2,714	6,257	2,433	4,587	1,204	4,078	887	3,293	9,540	24,176
Top Secret	79.4	3.2	77.3	2.3	75.4	2.2	69.4	1.3	47.5	0.6	73.6	2.1
Sensitive Compartmented Information	1.3	77.4	1.2	79.7	0.9	80.7	3.1	83.8	1.2	47.3	1.4	75.6
Secret	9.0	3.6	8.0	2.7	8.6	3.4	12.1	2.8	24.4	3.2	10.4	3.2
Pending	3.3	3.5	4.9	4.1	6.9	6.2	9.1	7.0	13.1	43.5	6.3	10.2
Revoked	2.0	3.8	1.8	2.8	1.5	1.3	0.5	0.7	0	0.2	1.4	2.0
Other	0.1	0.1	0	*	0	0	0	*	0	0	*	*
None	5.0	8.4	6.8	8.4	6.7	6.2	5.9	4.3	13.9	5.2	6.9	6.9

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for Top Secret Clearances. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: An asterisk, (*), indicates that the percentage is less than .05.

holding the "appropriate" TS clearance. For Army SBI accessions, 80.9 percent held clearances and again most (75.6 percent) were granted the appropriate SCI access. Only a very small percentage of those investigated were denied a clearance or had their clearance revoked. For the IBI this percentage was 1.4 percent; for the SBI the percentage was 2.0 percent. It is interesting to note that a greater percentage of IBIs than SBIs were granted Secret clearances (10.5 percent versus 3.2 percent respectively). Also, more SBIs were granted TS clearances (2.1 percent) than IBIs granted SCI access (1.4 percent).[4]

These data were generally consistent across fiscal years. Though for the Army, the later the fiscal year the higher the proportion of IBI and SBI cases pending action, the lower the proportion of revoked or denied clearances, and the lower the proportion of actual clearances granted. It seems obvious that "time" was the key variable here. One other result may also be a function of time. For 1986 there was a substantially higher proportion of SBI cases pending action as compared to IBI cases. Perhaps, in the Army at least, SBIs take longer to process.

Table 18 shows corresponding data on clearance status for the Air Force. Practically all IBI (96.9 percent) and SBI (95.4 percent) accessions were granted a clearance. Similar to the Army, most IBI and SBI accessions received the "appropriate" clearance. However, proportionally more SBI accessions received TS clearances (21.2 percent) than IBI accessions

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[4]A clear interpretation of lower than "appropriate" clearances and other clearance status designators (e.g., pending) is not possible from the data at hand. Research on the formal and informal processes in the adjudication system may shed some light on these findings.

Table 18

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Fiscal Year

(AIR FORCE)

	Fiscal Year/Investigation[a]											
	1982		1983		1984		1985		1986		Total	
Clearance Status[b]	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	3,953	7,190	3,739	6,541	2,839	5,358	3,128	4,661	2,263	3,341	15,922	27,091
Top Secret/Eligible for SCI or Interim SCI	0.5	64.9	0.7	71.7	0.8	73.4	0.8	69.5	0.4	45.5	0.7	66.6
Top Secret	87.9	21.7	89.1	19.2	89.3	18.2	88.7	21.8	74.0	27.7	86.6	21.2
Secret	8.1	7.4	6.6	4.1	6.6	3.9	7.6	5.5	23.8	23.9	9.6	7.6
Pending	0.6	0.7	0.6	0.6	0.8	1.0	1.1	1.2	0.7	0.9	0.7	0.8
Clearance Revoked or Clearance not Issued	2.7	4.9	2.8	4.0	2.1	3.0	1.5	1.7	*	0.4	2.0	3.2
Other	0.1	0.3	0.2	0.2	0.1	0.1	0.1	0.1	0.3	0.1	0.1	0.2
None	0.1	0.1	0.1	0.2	0.3	0.3	0.2	0.2	0.7	1.5	0.2	0.3

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for Top Secret Clearances. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] SCI refers to security access at the Sensitive Compartmented Information level.

Note: An asterisk, (*), indicates that the percentage is less than .05.

received SCI access (.7 percent). Though a somewhat greater proportion of Air Force IBI and SBI accessions had a clearance denied or revoked in comparison to the Army, the percentages were still quite low (2.0 percent for IBI accessions and 3.2 percent for SBI accessions).

Educational Level. For Army IBI and SBI accessions there was a positive linear relationship between educational level and the proportion of clearances issued. That is, those with some college were more likely to have a clearance than non-high school graduates (See Table 19). It follows that fewer college attenders had a clearance denied, revoked, or pending adjudication. This finding was particularly true for SBI accessions. Table 20 shows similar but less dramatic findings for the Air Force. Actually, the finding that PSI accessions with some college had a lower denial rate than high school graduates runs somewhat contrary to the former education group's somewhat higher issue case rate. On the other hand, the "college educated" may be in more demand for these critical jobs. Overall, these results coincide with the higher issue case rates for those with less than a high school education. Because of this relationship, it may prove interesting to look at the relationship between issue status and clearance status.

Age at Enlistment. Tables 21 and 22 reveal no clear patterns in clearance status by age. The Air Force showed a somewhat lower proportion of SCI access designators among older accessions, which may also be attributable to the higher incidence of suitability issues among older recruits. No differences appeared in the proportion of denied or revoked clearances by age however.

Table 19

Percentage of FY 1982 Through 1986 Non-Prior Service
Accessions Subject to IBI and SBI Personnel Security Investigations
by Clearance Status and Educational Level

(ARMY)

	Educational Level/Investigation*									
	Non-High School Graduate		GED		High School Diploma Graduate		Some College		Total	
Clearance Status	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	352	358	251	317	7,159	17,737	1,778	5,764	9,540	24,176
Top Secret	59.4	3.6	70.1	3.2	73.6	2.0	76.8	2.2	73.6	2.1
Sensitive Compartmented Information	1.4	54.7	0.8	63.1	1.3	74.8	1.9	80.0	1.4	75.6
Secret	12.2	7.3	9.2	3.5	10.4	3.1	10.2	3.1	10.4	3.2
Pending	10.5	14.2	5.2	12.3	6.4	10.8	5.2	8.0	6.3	10.2
Revoked	2.8	6.1	1.6	5.7	1.6	2.1	0.6	1.4	1.4	2.0
Other	0	0	0	0	*	*	0	0	*	*
None	13.6	14.0	13.1	12.3	6.7	7.1	5.3	5.4	6.9	6.9

Source: Defense Manpower Center.

* IBI refers to the Interview Oriented Background Investigation required for Top Secret Clearances. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: An asterisk, (*), indicates that the percentage is less than .05.

Table 20

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Educational Level

(AIR FORCE)

	Educational Level/Investigation[a]									
	Non-High School Graduate		GED		High School Diploma Graduate		Some College		Total	
Clearance Status[b]	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	44	157	150	326	12,032	19,944	3,696	6,663	15,922	27,091
Top Scret/Eligible for SCI or Interim SCI	0	55.4	0.7	49.4	0.6	68.2	0.9	63.1	0.7	66.6
Top Secret	84.1	17.2	84.7	25.8	85.9	19.4	88.9	26.5	86.6	21.2
Secret	9.1	12.1	10.0	9.5	9.9	7.6	8.7	7.4	9.6	7.6
Pending	2.3	3.8	2.0	1.2	0.8	0.9	0.5	0.6	0.7	0.8
Clearance Revoked or Clearance Not Issued	4.5	10.2	2.7	13.8	2.4	3.4	0.6	1.9	2.0	3.2
Other	0	0.6	0	0.3	0.1	0.2	0.2	0.2	0.1	0.2
None	0	0.6	0	0	0.3	0.3	0.2	0.4	0.2	0.3

Source: Defense Manpower Center.

[a] IBI refers to the Interview Oriented Background Investigation required for Top Secret Clearances. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] SCI refers to security access at the Sensitive Compartmented Information level.

Note: For some inexplicable reason the educational level for one SBI accession is missing from the data, thus the SBI sample sum does not equal the total SBI accessions reported.

Table 21

Percentage of FY 1982 Through 1986 Non-Prior Service
Accessions Subject to IBI and SBI Personnel Security Investigations
by Clearance Status and Age at Enlistment

(ARMY)

	Age/Investigation[a]													
	17		18		19		20		21-35		26-35		Total	
Clearance Status	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	659	1,772	3,048	7,845	1,655	3,970	1,088	2,646	2,422	6,246	668	1,697	9,540	24,176
Top Secret	74.5	1.7	74.4	1.9	72.3	2.3	73.8	2.2	73.2	2.2	72.8	2.4	73.6	2.1
Sensitive Compartmented Information	1.8	71.1	1.2	75.3	1.4	76.9	1.2	77.2	1.7	77.2	1.0	70.7	1.4	75.6
Secret	6.4	2.9	10.7	3.0	12.0	3.1	10.5	2.9	10.4	3.1	9.4	5.0	10.4	3.2
Pending	7.6	14.9	5.9	11.9	5.9	8.5	5.1	9.0	6.8	8.5	7.8	10.0	6.3	10.2
Revoked	2.0	1.2	1.0	1.6	1.5	2.0	1.1	2.3	2.0	2.4	1.3	2.9	1.4	2.0
Other	0.2	0	0	*	0	0.1	0	0	*	*	0	0.1	*	*
None	7.6	8.1	6.8	6.3	6.9	7.2	8.3	6.3	5.9	6.6	7.6	9.0	6.9	6.9

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for Top Secret Clearances. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: An asterisk, (*), indicates that the percentage is less than .05.

Table 22

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Clearance Status and Age at Enlistment

(AIR FORCE)

	Age/Investigation[a]													
	17		18		19		20		21-35		26-35		Total	
Clearance Status[b]	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	589	1,018	4,630	7,298	3,251	5,441	2,081	3,876	4,782	8,405	589	1,053	15,922	27,091
Top Secret/Eligible for SCI or Interim SCI	1.0	70.0	0.6	69.1	0.7	69.5	0.6	68.7	0.6	62.7	0.5	54.9	0.7	66.6
Top Secret	85.6	16.5	87.3	18.1	85.6	19.2	86.4	19.5	87.0	25.1	85.6	32.4	86.6	21.2
Secret	9.5	9.3	8.3	7.9	10.0	6.8	10.9	6.5	9.9	8.1	11.2	8.5	9.6	7.6
Pending	0.7	0.5	0.9	0.9	0.7	0.7	0.4	1.1	0.8	0.8	0.2	0.6	0.7	0.8
Clearance Revoked or Clearance not Issued	2.9	2.9	2.6	3.5	2.5	3.4	1.4	3.7	1.3	2.7	1.5	2.8	2.0	3.2
Other	0.2	0.3	0.1	0.2	0.2	0.2	*	0.2	0.2	0.1	0.7	0.3	0.1	0.2
None	0.2	0.4	0.2	0.3	0.3	0.2	0.2	0.4	0.2	0.4	0.3	0.6	0.2	0.3

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for Top Secret Clearances. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] SCI refers to security access at the Sensitive Compartmented Information level.

Note: An asterisk, (*), indicates the percentage is less than .05.

Occupational Group. The next table (Table 23) revisits assignment data by the DoD occupational areas. The occupational assignment data for Army and Air Force accessions holding SCI and TS clearances were similar to the occupational assignment data for IBI and SBI accessions within these Services. In the Army, SCI accessions generally showed the same rankings as SBI accessions for the major occupational areas. The exceptions were that the Electronics Equipment Repair and Non-Occupational areas ranked second and third for those with SCI access while the reverse was true for SBI accessions in general. Perhaps this is reflective of the training "flunk out" rates for those being considered for jobs requiring SCI access. The differences between Army IBI accessions in general and those who actually hold TS clearances appeared within the third and fourth ranked jobs. That is, Electrical/Mechanical Repair ranked third for those with a TS clearance and fourth for all IBI accessions. Functional Support and Administrative jobs, on the other hand, ranked fourth for those with a TS clearance and third for all IBI accessions.

As was the case for Army SBI and IBI accessions overall, the majority of Army accessions holding SCI access and TS clearances served as Communications and Intelligence Specialists. For SBI accessions, 55.8 percent were so assigned and 62.9 percent of those with SCI access held such jobs. For IBI accessions, 27.5 percent were assigned within this area and for TS clearance holders, the percentage was 27.9.

The Communications and Intelligence Specialists and Non-Occupational areas showed the largest differences between the proportions of SBI and SCI accessions assigned. There was a greater proportion of those actually

Table 23

Rank Order and Percentage of FY 1982 Through 1986
Army and Air Force Non-Prior Service Accessions Holding
SCI and TS Clearances Within Occupational Area

Occupational Area	Service/Investigation[a]							
	Army				Air Force			
	SCI		TS		SCI		TS	
	Rank	%	Rank	%	Rank	%	Rank	%
Infantry Gun Crews & Seamanship Specialists	(7)	1.0	(2)	23.8	(7)	2.4	(7)	4.4
Electronic Equipment Repairers	(2)	11.2	(5)	8.9	(3)	16.2	(3)	17.3
Communications & Intelligence Specialists	(1)	62.9	(1)	27.9	(1)	31.6	(5)	9.8
Medical & Dental Specialists	(9)	0.4	(9)	0.7	(9)	0.9	(9)	0.3
Other Technical & Allied Specialists	(8)	1.0	(8)	5.4	(6)	3.1	(6)	5.1
Functional Support & Administration	(4)	7.3	(4)	10.4	(2)	26.9	(2)	17.8
Electrical/Mechanical Equipment Repairers	(6)	2.9	(3)	11.3	(8)	1.8	(1)	26.1
Craftsmen	(5)	5.0	(7)	5.6	(5)	4.1	(8)	2.8
Non-Occupational	(3)	8.2	(6)	5.9	(4)	12.3	(4)	13.1

Source: Defense Manpower Data Center.

[a] SCI refers to security access at the Sensitive Compartmented Information Level. TS refers to Top Secret Clearances.

Note: Percentages within columns may not sum to 100 because "unknown" was not included among the occupational areas.

holding SCI access in Communications and Intelligence jobs and a smaller proportion in the Non-Occupational area. There were no notable proportional differences between the assignment of IBI and TS accessions.

Within the Air Force, Communications and Intelligence jobs also showed the largest proportional differences in assignment between SBI and SCI accessions. This occupational area was the number one area for those with SCI access (31.6 percent) but was the number two area for all accessions subject to the SBI (25.3 percent). The largest difference between IBI and TS accessions occurred in the Electrical/Mechanical Equipment Repair area, with 32.3 percent of all IBI accessions and 26.1 percent of TS accessions assigned there.

Looking within the more specific occupational groups (shown in Appendix Tables A-29 and A-30), Signal Intelligence/Electronics Warfare contained the greatest percentage (33.8 percent) of Army accessions cleared to the level of SCI. The runner-up for Army SCI accessions at 17.3 percent was Communications Center Operations. Both occupational groups are within the Communications and Intelligence area. These more specific occupational groups showed identical rankings among Army SBI accessions in general (though the percentages are somewhat smaller for the latter group). For Army accessions cleared to the TS level, a different occupational group within Communications and Intelligence -- Radio Code -- showed the highest percentage (12.7 percent). Artillery and Gunnery, an Infantry job, had the second highest percentage of TS accessions (11 percent). These corresponded to the top two jobs for Army IBI accessions in general.

Air Force accessions with SCI access were concentrated in Signal and Intelligence jobs within the area of Communications and Intelligence (22.7 percent). Data Processing jobs, within the area of Functional Support and Administration took second place for SCI accessions (18.4 percent). For Air Force accessions with TS clearances, Armament and Munitions jobs, within the area of Electrical/Mechanical Equipment Repair, had the largest percentage, at 19.6 percent. Data Processing jobs placed second for TS clearance holders (18.4 percent). The above rankings for occupational groups mirrored those found among overall Air Force IBI and SBI accessions (See Table A-4).

Within the Air Force, the rankings for IBI accessions in general and TS clearance accessions were identical. Electrical/Mechanical Equipment Repair ranked first and Functional Support and Administration ranked second. Those with SCI access showed similar rankings to those for SBI accessions as well. The differences appeared between the first and second rankings as well as between the seventh and eighth rankings. Communications and Intelligence ranked first for SCI accessions and second to Functional Support and Administration for all SBI accessions.

Clearance Status and Attrition

Tables 24 and 25 show the attrition rates for Army and Air Force enlistees holding TS clearances and SCI access. The attrition data by clearance status corresponded closely to the attrition data by personnel security investigation presented in Table 14 above. This was expected in light of the low percentage of clearance denials. (These tables also present the data by educational level and show the familiar attrition rate differences among education groups--non-graduates and GED holders had higher

Table 24

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions Holding SCI and TS Personnel Security Clearances
by Educational Level, SCI and TS Clearance, and Attrition Type

(ARMY)

	Educational Level/Clearance[a]									
	Non-High School Graduate		GED		High School Diploma Graduate		Some College		Total	
Attrition Type	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
TOTAL N	121	160	113	105	7,207	3,528	2,366	903	9,807	4,696
60 Character or Behavior Disorder	0	0	0	0	0.1	*	0.1	0.1	0.1	*
61 Motivational Problems	0	0	0	0	*	0	0	0	*	0
64 Alcoholism	1.7	1.9	0	0	0.1	0.1	0	0	0.1	0.1
65 Discreditable Incidents	0	0	0	0	0	0	0	0	0	0
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	0.8	1.3	0	1.0	0.1	0.5	0.1	0	0.1	0.4
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0	0	*	0.1	0	0	*	*
73 Court Martial	0	0	0	0	0	0	0	0	0	0
74 Fraudulent Entry	0	0.6	0	0	0	0	0	0	0	*
75 AWOL Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0	1.0	0.2	*	0.1	0	0.1	*
96 Conscientious Objector	0	0	0	0	*	0	*	0	*	0
98 Breach of Contract	0	0	0	0	0.2	0.1	0.1	0	0.2	0.1
99.Other	0	0	0	0	*	0	0	0	*	0
TOTAL ATTRITION[b]	12.4	15.6	7.1	12.4	9.3	6.8	7.6	5.8	8.9	7.0

Source: Defense Manpower Data Center.

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Security Clearances.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05.

Table 25

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions Holding SCI and TS Personnel Security Clearances
by Educational Level, SCI and TS Clearance, and Attrition Type

(AIR FORCE)

	Educational Level/Clearance[a]									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
Attrition Type	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
TOTAL N	76	60	128	203	7,217	8,160	2,015	2,444	9,436	10,867
60 Character or Behavior Disorder	0	1.7	0.8	0.5	0.5	0.3	0.4	0.2	0.5	0.3
61 Motivational Problems	0	0	0.8	0	0	0.1	0	0	*	*
64 Alcoholism	0	0	0	0	0.1	0.1	0.1	0	0.1	0.1
65 Discreditable Incidents	1.3	3.3	3.9	0.5	0.4	0.6	0.1	0	0.4	0.5
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	0	1.7	0.8	1.5	0.7	0.8	0.4	0.2	0.6	0.7
68 Financial Irresponsibility	0	1.7	0	1.0	*	*	0	0	*	*
69 Lack of Dependent Support	0	0	0	0	0	*	0	*	0	*
71 Civil Court Conviction	0	0	0	0	0.1	*	0	0	*	*
73 Court Martial	0	0	0	0	0	0	0	0	0	0
74 Fraudulent Entry	0	0	0	0	0.1	*	0	*	*	*
75 AWOL Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0	0	0.2	0	0.1	*	0.2	*
96 Conscientious Objector	0	0	0	0	*	*	*	0	*	*
98 Breach of Contract	0	0	0	0	0.1	*	0.1	0	0.1	*
99 Other	0	0	0	0.5	0.4	0.3	0.6	0.2	0.5	0.3
TOTAL ATTRITION[b]	10.5	15.0	18.0	15.3	9.2	7.0	6.1	1.9	8.7	6.0

Source: Defense Manpower Data Center.

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Security Clearances.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05.

attrition than graduates and college attenders. Clearance status data by age at enlistment can be found in Appendix Tables A-31 and A-32.)

There was no difference in adverse attrition (or the sum of the 13 potentially security related attrition) rates between Army TS and SCI accessions--both showed .6 percent adverse attrition. Inconsequential differences were found for the Air Force (2.5 percent for SCI and 2.1 percent for TS). Accessions with SCI access had somewhat higher total attrition rates than accessions holding TS clearances. In contrast to the adverse and total attrition rates by type of investigation, there were smaller attrition differences by type of clearance. Overall, the attrition rates for SCI and TS accessions were lower than the corresponding rates for IBI and SBI accessions. Apparently, by removing a few "rotten apples" from among IBI and SBI accessions lower attrition rates result for TS and SCI holders. This was somewhat more noticeable for SBI/SCI accessions and may imply that the greater stringency exercised among SBI accessions pays off through lower attrition among SCI access holders. For Army and Air Force TS and SCI accessions, the attrition rates displayed were similar if not lower than the rates shown for the corresponding non-issue case IBI and SBI accessions. The investigation and adjudication processes apparently do weed out some bad elements from among candidates for high level security clearances.

Conclusions and Future Directions

Within the Department of Defense, Interview-Oriented Background Investigations and Special Background Investigations are reserved for a chosen few enlisted personnel. And among the rather small proportion of enlisted accessions so screened for security clearances, SBIs are more common than IBIs. This would indicate a greater demand for personnel to have access to sensitive compartmented information than access to guarded but non-compartmented information. The fact that the Navy is the only Service that is not more likely to request SBIs over IBIs may be indicative of different Service missions and requirements.

All of the Services show a tendency to assign more highly educated persons to such positions of trust. Among enlistees, a greater proportion of high school graduates and those with some college are subjected to background investigations, particularly SBIs, and thus a greater proportion of these recruits receive high level clearances for jobs which are predominantly in the area of Communications and Intelligence.

Which type of investigation is better for screening out those with the "wrong stuff" from among the relatively small pool of clearance candidates? Though this query was addressed via comparisons of the IBI and SBI in terms of suitability issue rates, attrition rates, and clearance denial rates the results are <u>equivocal</u>. For the Defense Department as a whole, the IBI and SBI show similar issue case rates for enlisted personnel. Within the Army, Marine Corps, and Air Force, however, accessions subjected to the SBI show a

somewhat higher proportion of issue cases than accessions subjected to the IBI. (For the Navy, the reverse was true.)

Several conclusions are possible from these findings. The IBI and SBI may be equally effective in uncovering derogatory elements in a person's past. In the case of enlisted accessions, the primary differences between the IBI and SBI are the presence of and reliance on the initial subject interview to uncover leads in the case of the IBI. The SBI, on the other hand, includes education interviews and records checks, neighborhood checks, and generally first develops information independently of the subject of the investigation. The IBI with its reduced initial scope and reliance on the subject interview may be as effective as the SBI.

An alternative conjecture, however, is that the SBI may be the more effective screen. This could very well be attributed to greater stringency regarding SBI issues. That is, the same behavior pattern may be classified an issue for the SBI but not for the IBI. Considering that SBI pre-nomination interviews should weed out many of the "bad elements" then, the issue case rate for SBI accessions should be lower than the IBI issue case rate if all other elements of the investigations are equivalent.

The SBI hypothesis gains some strength from the noticeable finding of a positive linear relationship between issue case rates and age and the inverse relationship between issue case rates and educational level for the SBI. Perhaps SBI elements or sources of information not contained in the IBI are responsible for this effect. For example, educational records and interviews, absent in the IBI, may be good "sources" for those who did not

finish high school. Perhaps dropouts' unsavory behavioral characteristics could be ascertained from the school environment in which they failed or which failed them. Undertaking similar IBI/SBI analyses for officer and DoD contractor samples may shed some additional light on these findings. For example, such data may show whether the SBI's 15 year period of coverage as opposed to the IBI's 5 year period of coverage makes a contribution toward uncovering issue cases.

Of course, one cannot rule out the possibility that the IBI is more effective than the SBI. If IBIs are found to occur later in the enlistment term than SBIs then the lower issue case rates (and, as discussed below, attrition rates) may be partially a function of timing. That is, some poor risks may have already been weeded out through early attrition. Analyses of the timing of these investigations relative to one another is needed.

The attrition data paint a somewhat interesting picture. Accessions subject to IBIs and SBIs show relatively little attrition in comparison to military accessions overall. Their adverse attrition rates are particularly low.[5] Though improvements are sought and always welcome, this speaks well of the security clearance selection process, given that one intent of the system is to screen out those with behavioral problems, drug and alcohol abusers, and the like. For the relative few who do leave service prema-

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[5] The percentage of attrition for failure to meet minimum behavior or performance standards for FY 1983 male non-prior service accessions was 19.4. Though this rate includes reasons in addition to the adverse codes presented in the present report, these data give some indication that accessions up for high level security clearances have low attrition rates. For more detailed information on attrition for accessions in general see Laurence, J.H. (1987, September). Military enlistment policy and education credentials: Evaluation and Improvement. Alexandria, VA: Human Resources Research Organization.

turely for adverse reasons, it seems that, for all practical purposes, they are equally likely to be among IBI and SBI accessions.

The variance in attrition among IBI and SBI accessions is largely attributable to those with suitability issues. It matters more that one has a suitability issue than to which investigation one was subjected. This finding lends additional validity to the security screening process and its flagging of issues. Indirectly, this finding suggests that, to the extent that the SBI is associated with more issues than the IBI (whether this is a function of differing investigative elements and/or the stringency of issue case criteria), it could serve as the better selector if such persons are indeed screened out of high risk positions. That is, because of the positive relationship between issues and attrition, and procedure which turns up more issues has the potential to reduce security risks.

The overwhelming majority of IBI and SBI accessions are granted their respective TS and SCI clearances. Though very few are denied any clearance, the SBI denial rate is ever so slightly higher than the IBI denial rate. Regardless of the low incidence of clearance denials, the attrition rates for holders of SCI access and TS clearances are comparable and quite low. Apparently, identifying issues, denying some clearances, leaving others in a pending status, and granting only a lower level clearance in come cases works to ensure a low incidence of adverse attrition among accessions actually holding SCI and TS clearances.

The data presented in this report raise more questions than provide answers. From these data one cannot determine which type of investigation

is superior. To clearly estimate the value of the initial subject interview, the best technique for the initial subject interview, or, for that matter, any component of the IBI or SBI more controlled research and selective sampling is needed. For example, to better determine the importance of the interview in the IBI it seems essential to eliminate confounds from factors such as SBI pre-nomination interviews and SBI follow-up interviews.

The interview, in and of itself, seems a good candidate for research. For example, a clinical assessment of how it is conducted from among various samples of investigators may be of some benefit. Experimental research could be aimed at determining the likelihood of the subject to be up-front or candid during the interview as a function of the type and nature of the questions asked and subject characteristics.

It seems that for this "program of exceptions" an investigative source or technique is not necessarily good or bad, though it may prove profitable to target them more for certain types of subjects and/or situations. Analyses of the productivity (e.g., issue rates, clearance denial rates) of investigation components (singly and in combination) may prove useful for policy guidance.

Research should be targeted toward validating predictors and uncovering appropriate criteria for personnel security. Though there is a relationship between suitability issues and attrition, it is not very strong. This raises many questions. If it is important to screen out persons whose backgrounds show prior drug use, alcohol abuse, financial irresponsibility,

and other problems, then the case for doing so should be made stronger. Without such solid evidence, DoD may be open to litigation. At a minimum it would seem important to have consistency within and across Services in adjudicating issue cases. This report raises a further point as to whether there is consistency between the IBI and SBI in determining whether a finding is an "issue." If the criteria are different, which they appear to be, they are yet another factor to be investigated and/or controlled.

Furthermore, the very low adverse attrition rates for persons subject to investigations and persons actually holding clearances should not fool the security community into thinking that the system is perfect. Transgressions may be overlooked in sensitive jobs. According to Abbott (1987), commanders may be reluctant to bring charges against offenders because of the difficulty in replacing persons in sensitive positions. As another issue, attrition may not be the best or only criterion. Until longitudinal data are available, behavior prediction scales from biographical instruments might be useful as interim criteria in an attempt to accumulate the necessary evidence in support of the personnel security system. Additional criteria and agreement among criteria may enable the system justifiably to deny more clearances.

In short, clearly more research is needed to effectively compare and evaluate the IBI and SBI. These investigations have varying elements, scope, amounts of prescreening, administration delays, population characteristics, and emphasis. Since confounding variables such as these have the potential to run rampant, sample restrictions or statistical controls must be employed.

Though the present report shows equivocal findings, such data are not without their import. For example, data of this nature could be used to track personnel security trends as a function of overall manpower trends. Changes in the quantity and quality of the manpower pool (and resulting accessions) are bound to affect the select few chosen for sensitive positions. It would be particularly interesting to determine the effect that increasing military technology and the ensuing demand for high quality recruits have on personnel security.

Indeed, a great many questions surfaced from the present data analyses. However, in looking for answers, it is important to remember that the questions themselves are vital particularly in this early stage of personnel security research.

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APPENDIX A

ADDITIONAL IBI/SBI TABULATED DATA

Table A-26

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Age at Enlistment, Suitability Issue Status,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Navy)

Investigation[a]/ Attrition Type	Age/Suitability Issue Status													
	17		18		19		20		21-25		26-36		Total	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI														
TOTAL N	637	47	3,020	238	1,770	211	934	150	1,546	317	304	109	8,211	1,072
60 Character or Behavior Disorder	0.8	4.3	0.8	0.4	0.5	0.5	0.5	0.7	0.2	0.3	0.7	0.9	0.6	0.7
61 Motivational Problems	0	0	0	0	0	0	0.1	0	0	0	0	0	*	0
64 Alcoholism	0	0	0.3	0.4	0.2	1.4	0.1	0.7	0.3	0.3	0	1.8	0.2	0.8
65 Discreditable Incidents	4.2	0	2.0	5.9	2.0	2.4	2.0	4.0	1.2	2.8	0.3	2.8	2.0	3.5
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	3.9	4.3	1.5	5.0	1.8	3.8	1.2	4.0	2.0	5.4	0.3	3.7	1.8	4.6
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0.2	0	0	0	0.1	0	0	0	0	0.3	0	0	*	0.1
73 Court Martial	0.5	4.3	0.3	0	0.2	0	0	0	0	0.3	0	0	0.2	0.3
74 Fraudulent Entry	0.3	0	0.1	2.1	0.1	0.5	0.5	2.0	0.3	1.9	0.7	2.8	0.2	1.7
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.3	2.1	0.4	1.3	0.9	1.0	0.8	0	0.3	0	0.3	0	0.5	0.6
96 Conscientious Objector	0	0	0	0	0.1	0	0	0	0	0	0	0	*	0
98 Breach of Contract	0	0	0.1	0	0	0	0	0	0.1	0	0	0	0.1	0
99 Other	0	0	0	0	0	0	0	0	0.1	0.3	0	0	*	0.1
TOTAL ATTRITION[b]	17.3	21.3	9.9	18.9	11.6	15.2	10.2	17.3	8.9	18.6	7.6	21.1	10.6	18.2
SBI														
TOTAL N	318	21	1,857	107	1,073	118	620	81	1,172	237	309	87	5,349	651
60 Character or Behavior Disorder	0.6	0	0.8	1.9	0.7	0.9	0.7	2.5	0.6	0.4	0.7	0	0.7	0.9
61 Motivational Problems	0.6	0	0	0	0.1	0	0.2	0	0	0	0	0	0.1	0
64 Alcoholism	0.3	0	0.2	0	0.2	0.9	0.3	0	0.2	0	0	1.2	0.2	0.3
65 Discreditable Incidents	1.6	0	1.2	2.8	1.0	0.9	0.8	1.2	0.5	2.1	0.7	1.2	1.0	1.7
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	0.6	0	0.8	2.8	0.8	4.2	0.8	3.7	0.5	1.3	0.3	1.2	0.7	2.3
68 Financial Irresponsibility	0	0	0.1	0	0	0	0	0	0	0	0	0	*	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0.3	0	0	0	0	0	0	0	0	0	0	0	*	0
73 Court Martial	0	0	0.2	0.9	0.2	0.9	0	0	0.2	0	0	0	0.1	0.3
74 Fraudulent Entry	0	0	0.2	0	0.4	0	0.2	1.2	0	1.7	0	2.3	0.2	1.1
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.6	14.3	0.8	1.9	0.8	1.7	1.3	0	0.6	0.8	0.3	0	0.8	1.4
96 Conscientious Objector	0	0	0	0	0	0	0.2	0	0	0	0	0	*	0
98 Breach of Contract	0	0	0	0	0	0	0.2	0	0	0	0	0	*	0
99 Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ATTRITION[b]	8.5	21.8	7.3	15.0	7.8	15.3	6.5	12.4	5.9	10.1	7.1	11.5	7.1	12.8

Source: Defense Manpower Data Center.

* IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Table A-27

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Age at Enlistment, Suitability Issue Status,
IBI and SBI Personnel Security Investigation, and Attrition Type
(Marine Corps)

Investigation[a]/ Attrition Type	Age/Suitability Issue Status													
	17		18		19		20		21-25		26-36		Total	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI														
TOTAL N	253	8	963	34	399	24	178	13	241	34	23	3	2,057	116
60 Character or Behavior Disorder	0	0	0.1	5.9	0	0	0	0	0	0	0	0	0.1	1.7
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65 Discreditable Incidents	0	0	0.5	2.9	0.3	0	0.6	0	0	0	0	0	0.3	0.9
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	1.6	0	0.5	0	0.3	0	0	0	0	2.9	0	0	0.5	0.9
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0	2.9	0	0	0	0	0	0	0	33.3	0	1.7
73 Court Martial	0.8	0	0	0	0	0	0	0	0	0	0	0	0.1	0
74 Fraudulent Entry	0	12.5	0	2.9	0	4.2	0	0	0	0	0	0	0	2.6
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.4	0	0	2.9	0	0	0	0	0	0	0	0	*	0.9
96 Conscientious Objector	0	0	0	0	0	0	0	0	0	0	0	0	0	0
98 Breach of Contract	0	0	0.1	0	0	0	0	0	0	0	0	0	0.1	0
99 Other	0	0	0.3	0	0	0	0	0	0.4	0	0	0	0.2	0
TOTAL ATTRITION[b]	6.7	12.5	5.2	23.5	2.0	12.5	2.8	0	2.5	2.9	8.7	33.3	4.3	12.1
SBI														
TOTAL N	137	7	628	35	303	29	134	20	162	18	17	3	1,381	112
60 Character or Behavior Disorder	0	0	0.3	0	1.0	10.3	1.5	0	0.6	0	0	0	0.6	2.7
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0.7	0	0.2	2.9	0.3	0	0	0	0	0	0	0	0.2	0.9
65 Discreditable Incidents	0.7	14.3	0.6	2.9	0	0	0	0	0.6	0	0	0	0.4	1.8
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	0.7	0	0.2	0	1.0	0	1.5	5.0	0	0	0	0	0.5	0.9
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73 Court Martial	0	0	0.5	0	0.3	0	0	0	0	0	0	0	0.3	0
74 Fraudulent Entry	0	0	0	0	0	0	0	0	0.6	0	0	0	0.1	0
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0.5	0	0	0	0	0	0	0	0	0	0.2	0
96 Conscientious Objector	0	0	0	0	0	0	0	0	0	0	0	0	0	0
98 Breach of Contract	0	0	0.2	0	0	0	0	0	0	0	5.9	0	0.1	0
99 Other	0	0	0	0	0	0	0	0	0.6	0	0	0	0.1	0
TOTAL ATTRITION[b]	8.8	28.6	7.6	11.4	8.6	10.3	7.5	5.0	9.3	16.7	5.9	0	8.1	11.6

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Age at Enlistment, Suitability Issue Status,
IBI and SBI Personnel Security Investigation, and Attrition Type
(Air Force)

Investigation[a]/ Attrition Type	Age/Suitability Issue Status													
	17		18		19		20		21-25		26-36		Total	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI														
TOTAL N	310	8	2,226	70	1,523	78	888	48	2,097	171	247	26	7,291	401
60 Character or Behavior Disorder	0	0	0.7	0	0.3	0	0.5	2.1	0.2	0.6	0	0	0.4	0.5
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0	0	*	1.4	0.1	0	0	0	0.1	0	0	3.9	0.1	0.5
65 Discreditable Incidents	1.3	0	0.9	1.4	1.1	1.3	0.2	0	0.1	0	0	0	0.6	0.5
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	1.3	12.5	1.2	1.4	0.8	1.3	1.8	2.1	0.4	1.2	0	0	0.9	1.5
68 Financial Irresponsibility	0.3	0	0	0	0.1	0	0.1	0	0.1	0	0	0	0.1	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0.3	0	0.1	1.4	0.1	0	0	2.1	0.1	0	0	0	0.1	0.5
73 Court Martial	0.3	0	0	0	0.1	0	0.1	0	0.1	0	0	0	0.1	0
74 Fraudulent Entry	0.3	12.5	*	0	0.1	1.3	0.1	2.1	0.1	0.6	0	0	0.1	1.0
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0.1	0	0.2	0	0	0	0.1	0	0	0	0.1	0
96 Conscientious Objector	0	0	0	0	0	0	0	0	0.1	0	0	0	*	0
98 Breach of Contract	0	0	0	0	0	0	0	0	0	0	0.4	0	*	0
99 Other	0	0	0.4	0	0.1	0	0.5	0	0.7	0	0.8	0	0.4	0
TOTAL ATTRITION[b]	10.0	25.0	8.2	11.4	7.9	11.5	6.2	10.4	3.6	8.2	2.0	3.9	6.4	9.7
SBI														
TOTAL N	485	18	3,502	196	2,629	202	1,882	158	3,660	477	439	83	12,597	1,134
60 Character or Behavior Disorder	0.6	0	0.7	2.0	0.5	0.5	0.5	1.9	0.6	1.1	0.5	1.2	0.6	1.2
61 Motivational Problems	0	0	*	0.5	0.1	0	0	0	*	0.2	0	0	*	0.2
64 Alcoholism	0.2	0	0.1	0.5	0.2	0	0.1	0.6	0.1	0.2	0.5	0	0.1	0.3
65 Discreditable Incidents	1.7	0	0.7	1.0	0.8	0.5	0.5	1.9	0.2	0.4	0	0	0.6	0.7
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	1.4	5.6	1.4	4.6	1.5	4.5	1.3	4.4	0.9	3.8	0.2	1.2	1.2	4.0
68 Financial Irresponsibility	0	0	0	0	*	0	0.1	0	0	0.2	0	0	*	0.1
69 Lack of Dependent Support	0	0	0	0	0	0	0.1	0	*	0	0.2	0	*	0
71 Civil Court Conviction	0	0	*	0.5	0.1	0	0.1	0	0.1	0.4	0	0	0.1	0.3
73 Court Martial	0.2	0	0.1	1.5	*	0	0	0	0.1	0.2	0	0	0.1	0.4
74 Fraudulent Entry	0	0	0.1	3.1	0.2	2.0	0.1	1.3	0.3	4.0	0.7	3.6	0.2	3.0
75 AWOL, Desertion	0	0	*	0	0	0	0	0	0	0	0	0	*	0
76 Homosexuality	0.4	0	0.5	0.5	0.3	0.5	0.2	0.6	0.3	0.6	0	0	0.3	0.5
96 Conscientious Objector	0	0	0	0	0	0	0	0	0.1	0	0	0	*	0
98 Breach of Contract	0	0	0.1	0	0.1	0.5	0.1	0	0.1	0	0.2	0	0.1	0.1
99 Other	0.6	0	0.5	1.5	0.2	0	0.6	0	0.7	0.4	1.1	1.2	0.5	0.5
TOTAL ATTRITION[b]	16.5	27.8	14.3	29.6	13.4	21.3	11.0	24.7	8.9	20.3	9.8	19.3	11.9	22.8

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Percentage for FY 1982 Through 1986 Non-Prior Service Accessions
Holding SCI and TS Clearances by Educational Level and DoD Occupational Group
(Army)

Occupational Group[b]		Educational Level/Clearance[a]									
		Non-High School Graduate		GED		High School Graduate		Some College		Total	
		SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
	TOTAL N	203	252	206	199	13,476	5,958	4,688	1,568	18,573	7,977
00	Unknown	0	0	0.5	0	0.1	0.2	0.2	0	0.1	0.2
Infantry, Gun Crews, & Seamanship Specialists		3.9	24.6	1.0	23.1	1.0	25.0	1.1	19.3	1.0	23.8
01	Infantry	2.5	2.8	0.5	5.0	0.5	7.1	0.6	5.7	0.5	6.7
02	Armor and Amphibious	0	0.4	0	0	0.1	0.2	0.1	0.1	0.1	0.2
03	Combat Engineering	0.5	8.3	0	10.1	0.1	6.6	0.1	2.7	0.1	6.0
04	Artillery/Gunnery	1.0	12.7	0.5	8.0	0.3	11.0	0.3	10.8	0.3	11.0
05	Air Crew	0	0	0	0	0	0	0	0	0	0
06	Seamanship	0	0.4	0	0	*	0	*	0	*	*
07	Installation Security	0	0	0	0	0	0	0	0.1	0	*
Electronics Equipment Repairers		12.3	8.7	8.7	6.5	12.0	9.4	9.0	7.5	11.2	8.9
10	Radio/Radar	9.4	4.0	7.3	3.0	9.9	4.8	7.8	4.2	9.4	4.6
11	Fire Control Electronic Systems	0	0	0	0	*	0	0	0	*	0
12	Missile Guidance	0	1.6	0	0.5	0.1	1.9	0.1	1.2	0.1	1.7
14	Nuclear Weapons Equipment	0	0.4	0	0	0	0.1	0	0	0	*
15	ADP Computers	0.5	0	0	0	0.1	0.0	*	0.1	0.1	*
16	Teletype and Cryptographic Equipment	2.5	2.8	1.5	3.0	1.7	2.5	1.0	2.1	1.6	2.5
19	Other Electronic Equipment	0	0	0	0	0.1	0.1	0.2	0	0.1	*
Communications & Intelligence Specialists		45.8	25.8	56.8	31.7	62.8	28.9	64.2	23.9	63.0	27.9
20	Radio and Radio Code	14.3	20.6	9.2	15.1	5.5	13.6	2.5	7.8	4.9	12.7
22	Radio and Air Traffic Control	0	0	0.5	0	0.1	0.1	*	0.1	0.1	0.1
23	Signal Intelligence/ Electronic Warfare	1.0	0	24.8	0.5	31.1	0.3	43.4	0.5	33.8	0.3
24	Intelligence	1.5	0	9.7	11.1	5.9	5.6	8.9	8.0	6.7	6.0
25	Combat Operations Control	0.5	1.6	0	1.5	0.1	2.8	0.2	2.2	0.2	2.6
26	Communications Center Operations	28.6	3.6	12.6	3.5	20.0	6.6	9.1	5.2	17.3	6.1

Table A-1

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Fiscal Year and DoD Occupational Group (Army)

Occupational Group[c]	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
TOTAL N[b]	2,256	5,737	2,665	6,082	2,396	4,529	1,198	4,049	887	3,285	9,402	23,682
00 Unknown	0	0.1	0.1	*	0.2	*	0.2	0.1	0.8	2.3	0.2	0.4
Infantry, Gun Crews, & Seamanship Specialists	29.7	2.0	30.3	1.3	26.8	1.4	13.8	0.4	14.2	0.1	25.7	1.2
01 Infantry	7.5	1.1	7.1	0.7	12.2	0.8	5.8	0.2	12.3	*	8.8	0.6
02 Armor and Amphibious	0.3	0.1	0.2	0.1	0.3	0.1	0.1	0	0.1	0	0.2	0.1
03 Combat Engineering	3.9	0.2	8.0	0.1	6.4	0.2	2.5	0.1	0.3	0	5.2	0.1
04 Artillery/Gunnery	18.0	0.6	15.0	0.4	7.8	0.4	5.4	0.1	1.4	0.1	11.4	0.3
05 Air Crew	0	0	0	0	0	0	0	0	0	0	0	0
06 Seamanship	*	*	0	0	0.1	0	0	0.1	0.1	0	*	*
07 Installation Security	0	0	0	0	*	0	0	0	0	0	*	0
Electronics Equipment Repairers	8.6	12.3	9.1	10.1	7.6	10.0	9.9	12.9	12.4	8.0	9.0	10.8
10 Radio/Radar	4.3	9.9	4.2	7.9	3.5	7.9	6.1	11.6	9.0	7.5	4.7	9.0
11 Fire Control Electronic Systems	*	*	0	0	0	*	0	0	0	0	*	*
12 Missile Guidance	2.3	0.1	2.5	0.1	1.7	0.1	0.9	0	0.1	0	1.8	0.1
14 Nuclear Weapons Equipment	0.1	0	0	0	0	0	0	0	0	0	*	0
15 ADP Computers	0.1	0.2	0.1	*	0	*	0	0	0	0	0.1	0.1
16 Teletype and Cryptographic Equipment	1.7	1.9	2.2	2.0	2.3	1.7	2.9	1.1	3.3	0.5	2.3	1.6
19 Other Electronic Equipment	0.1	0.1	0.1	0.1	0	0.2	0	0.1	0	0	0.1	0.1
Communications & Intelligence Specialists	26.8	58.4	27.3	57.8	26.2	60.3	29.5	59.5	30.3	37.0	27.5	55.8
20 Radio and Radio Code	13.7	5.6	14.6	3.9	11.4	5.9	16.9	7.3	13.1	3.9	13.7	5.3
22 Radio and Air Traffic Control	0.2	0.2	*	0.1	*	0.1	0.2	0.1	0	0	0.1	0.1
23 Signal Intelligence/Electronic Warfare	0.1	31.9	0.2	31.8	0.2	30.1	0.2	29.4	0	11.5	0.2	28.3
24 Intelligence	1.1	7.4	2.4	4.3	5.3	5.6	7.1	6.7	16.1	6.2	4.7	6.0
25 Combat Operations Control	5.4	0.2	2.6	0.2	2.0	0.2	1.5	0.2	0	*	2.7	0.2
26 Communications Center Operations	6.3	13.1	7.5	17.6	7.3	18.3	3.6	15.8	1.1	15.4	6.1	16.0

Table A-1, Continued:

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
Medical & Dental Specialists	0.9	0.7	0.5	0.4	0.5	0.5	0.6	0.4	0.5	0.3	0.6	0.5
30 Medical Care	0.8	0.5	0.3	0.4	0.5	0.4	0.6	0.3	0.5	0.2	0.5	0.4
31 Technical Medical Services	0.1	0.1	0.1	*	0.1	0	0	0.1	0	0.1	0.1	0.1
32 Related Medical Services	0	0.1	*	*	0	0.1	0	0.1	0	*	*	0.1
33 Dental Care	*	0.1	0	0	0	0	0	0	0	0	*	*
Other Technical & Allied Specialists	3.2	1.2	3.0	1.2	5.1	1.0	8.5	1.0	8.1	0.5	4.8	1.0
40 Photography	0.2	0.3	0.2	0.2	0.1	0.1	0.5	0.1	0	0.1	0.2	0.2
41 Mapping, Surveying, Drafting, and Illustrating	0.7	0.6	0.5	0.8	0.4	0.8	0.3	0.8	0.3	0.4	0.5	0.7
42 Weather	0	0	*	*	0	0	0	0	0	0	*	0
43 Ordnance Disposal and Diving	1.1	0.1	1.6	*	3.8	0	6.8	*	6.5	*	3.2	*
45 Musicians	0.7	*	0.2	*	0.5	0	0.8	0	0.9	0	0.5	*
49 Technical Specialists, NEC	0.6	0.3	0.5	0.1	0.3	0.1	0.1	0.1	0.3	*	0.4	0.1
Functional Support & Administration	12.5	9.3	9.6	9.8	8.7	8.2	10.1	6.0	5.7	4.1	9.8	7.9
50 Personnel	0.9	1.1	0.8	0.8	0.5	0.8	0.7	0.3	0.6	0.2	0.7	0.7
51 Administration	7.9	4.7	6.2	5.2	4.8	4.4	6.0	3.6	3.2	2.6	5.9	4.3
53 Data Processing	1.1	1.1	0.8	0.9	1.9	1.4	1.9	1.0	1.0	0.7	1.3	1.0
54 Accounting, Finance and Disbursing	0.3	0.3	*	0.1	0.1	0.1	0	0.1	0	0	0.1	0.1
55 Other Functional Support	2.0	1.6	1.5	2.5	1.3	1.4	1.2	0.7	1.0	0.5	1.4	1.5
56 Religious, Morale and Welfare	0.1	0.2	0.1	0.1	0	0.1	0.1	0.1	0	0.1	0.1	0.1
57 Information and Education	0.2	0.2	0.1	0.2	0.2	0.1	0.3	0.3	0	0.1	0.2	0.2
Electrical/Mechanical Equipment Repairers	7.8	4.5	8.9	3.2	11.4	3.0	13.4	2.1	6.9	0.9	9.7	3.0
60 Aircraft and Aircraft Related	0.1	0.5	0.8	0.2	0.2	0.4	0.3	0.1	0.1	0.1	0.4	0.3
61 Automotive	0.4	0.4	0.8	0.6	1.3	0.6	1.0	0.3	0.6	*	0.8	0.4
62 Wire Communications	4.0	2.9	3.7	1.7	5.0	1.5	4.7	1.4	1.2	0.7	4.0	1.8
63 Missile Mechanical and Electrical	*	0	0	0	0	*	0	0	0	0	*	*
64 Armament and Munitions	2.7	0.2	3.1	0.2	4.6	0	7.3	0.1	4.7	0	4.1	0.1
65 Shipboard Propulsion	*	0	0	0	0	0	0	0	0	0	*	0

Table A-1, Continued:

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
66 Power Generating Equipment	0.4	0.4	0.5	0.4	0.4	0.6	0.2	0.2	0.1	0.1	0.4	0.4
67 Precision Equipment	0	0	0	0	0	*	0	0	0.1	0	*	*
69 Other Mechanical and Electrical Equipment	0.1	*	0	0	0	0	0	0	0	0	*	*
Craftsmen	6.4	5.0	5.3	6.9	5.1	6.2	6.5	4.7	1.6	1.9	5.3	5.3
70 Metalworking	0	*	*	0	0	0	0.1	0	0	0.1	*	*
71 Construction	0.2	*	0.2	*	0.1	*	0.1	*	0	0	0.1	*
72 Utilities	*	0	0	0.1	0	0.2	0.2	0.2	0	0	*	0.1
74 Lithography	0.3	0.1	0.2	0.1	0.2	0.1	0	0	0.1	0	0.2	0.1
76 Fabric, Leather, and Rubber	0	0	0	0	0	0	0	0	0	0	*	0
80 Food Service	0.6	0.6	0.6	0.6	0.4	0.3	0.2	0.1	0.1	0.1	0.4	0.4
81 Motor Transport	0.7	0.4	0.5	0.4	0.5	0.3	0.2	0.2	0.3	0	0.5	0.3
82 Material Receipt, Storage and Issue	0.2	0.1	0.1	0.2	0.1	0.2	0.3	0.1	0	0	0.1	0.1
83 Law Enforcement	4.5	3.8	3.8	5.4	3.7	5.1	5.4	4.2	1.0	1.8	3.9	4.3
84 Personal Service	0	0	0	*	0	*	0	0	0	0	0	*
86 Forward Area Equipment and Support	0	0.1	0	0.1	*	*	0.1	0	0	0	*	*
Non-Occupational	4.0	6.6	5.9	9.3	8.5	9.3	7.5	12.9	19.5	44.9	7.6	14.2
91 Officer Candidates and Students	3.2	0.7	2.1	0.6	2.1	0.8	3.3	0.6	2.1	0.1	2.5	0.6
92 Undesignated Occupations	0	0	0	0	0	0	0	0	0	0	0	0
95 Not Occupationally Qualified	0.8	5.9	3.8	8.7	6.4	8.5	4.2	12.3	17.4	44.8	5.1	13.6

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Only IBI and SBI accessions whose clearances were not denied or revoked are included.

[c] Some occupational areas are not presented in cases where there were no IBI or SBI accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-2

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Fiscal Year and DoD Occupational Group (Navy)

Occupational Group[b]	Fiscal Year/Investigation[a]										Total	
	1982		1983		1984		1985		1986			
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	3,884	2,860	5,399	3,140	4,867	2,730	4,343	2,627	3,220	1,708	21,713	13,065
00 Unknown	0.8	0.1	0.7	1.7	4.5	7.4	4.9	7.9	1.9	3.8	2.6	4.0
Infantry, Gun Crews, & Seamanship Specialists	4.7	3.6	3.6	3.7	3.7	3.5	1.0	1.6	3.0	0.2	3.2	2.7
01 Infantry	*	0	*	0	0	0.1	0	0	0	0	*	*
02 Armor and Amphibious	0	0	0	0	0	0	0	0	0	0	0	0
03 Combat Engineering	0	0	0	0	0	0	0	0	0	0	0	0
04 Artillery/Gunnery	1.0	0.1	0.8	0.3	1.3	0.2	0.4	0.1	0.3	0	0.8	0.2
05 Air Crew	0.2	0.5	0.2	0.9	0.3	1.6	0	0.8	0	0	0.1	0.8
06 Seamanship	3.4	3.0	2.6	2.5	2.1	1.6	0.6	0.7	2.8	0.2	2.3	1.8
07 Installation Security	0	0	*	0	0	0	0	0	0	0	*	0
Electronics Equipment Repairers	36.1	23.8	30.6	27.6	27.7	24.3	20.4	17.0	4.0	2.5	25.0	20.7
10 Radio/Radar	6.3	11.9	4.4	13.7	3.6	11.4	4.0	8.6	0.5	1.3	3.9	10.2
11 Fire Control Electronic Systems	1.8	0.2	2.5	0.2	1.2	0.1	0.3	0	0.8	0	1.4	0.1
12 Missile Guidance	9.9	3.4	9.6	5.2	10.6	5.0	8.9	5.6	1.0	1.2	8.5	4.3
13 Sonar Equipment	4.7	0.3	3.0	0.5	2.6	0.5	2.2	0.2	1.3	0	2.8	0.3
15 ADP Computers	2.0	0.3	0.6	1.0	1.1	0.4	0.9	0	0	0	0.9	0.4
16 Teletype and Cryptographic Equipment	9.0	5.9	7.9	6.2	6.0	6.5	3.1	2.4	0.4	0	5.6	4.6
19 Other Electronic Equipment	2.4	1.6	2.6	1.0	2.7	0.4	1.1	0.2	0	0	1.9	0.7
Communications and Intelligence Specialists	32.8	42.5	41.9	42.4	42.1	42.3	46.8	44.4	26.1	19.3	39.0	39.8
20 Radio and Radio Code	30.0	3.0	39.4	2.6	40.3	2.4	46.3	5.4	26.0	5.9	37.3	3.6
21 Sonar	0.4	0.2	0.2	0	*	0.1	0	0	0	0	0.1	0.1
22 Radio and Air Traffic Control	1.1	0.8	0.8	0.8	0.7	0.5	0.4	1.3	0.1	0	0.6	0.7
23 Signal Intelligence/Electronic Warfare	0.2	23.8	0.1	24.5	0.2	25.2	*	23.9	0	5.6	0.1	21.9
24 Intelligence	0.1	5.3	*	5.2	*	6.3	0	6.9	*	2.9	*	5.5
25 Combat Operations Control	*	0	0	0	*	0	0	*	0	0	*	*

Table A-2, Continued:

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
Medical & Dental Specialists	0.3	0.7	0.4	0.8	0.3	0.7	*	0.3	0	0	0.2	0.6
30 Medical Care	0.2	0.7	0.4	0.7	0.3	0.4	*	0.2	0	0	0.2	0.5
31 Technical Medical Services	0.1	0	0	0	*	*	0	0	0	0	*	*
32 Related Medical Services	0	0	0	0	0	*	0	0	0	0	0	*
33 Dental Care	0	*	0	0.1	*	0.2	0	0.1	0	0	*	0.1
Other Technical & Allied Specialists	0.5	0.7	0.3	0.8	0.1	0.7	0.3	0.3	0.1	0.1	0.2	0.6
40 Photography	0.2	0.1	0.1	0.4	*	0.1	0	0.2	0	0	0.1	0.2
41 Mapping, Surveying, Drafting, and Illustrating	0.2	0.2	0.2	0.2	*	0	*	0	0	0	0.1	0.1
42 Weather	0	0.5	*	0.2	*	0.6	0	0.2	0	0.1	*	0.3
43 Ordnance Disposal and Diving	0	0	0	0	0	0	0	0	0	0	0	0
45 Musicians	0.1	0	0	0	*	0	0.3	0	0.1	0	0.1	0
49 Technical Specialists, NEC	0	0	0	0	0	0	0	0	0	0	0	0
Functional Support & Administration	8.9	15.1	6.0	12.3	3.3	8.6	2.2	7.5	0.5	3.1	4.3	10.0
50 Personnel	0.6	0.6	0.5	0.5	0.4	0.3	0.1	0.2	0	0	0.3	0.3
51 Administration	4.9	8.6	3.1	6.4	2.1	6.5	1.5	5.7	0.4	2.9	2.5	6.3
52 Clerical/Personnel	0	0	0	0	0	0	0	0	0	0	0	0
53 Data Processing	2.4	4.7	1.5	4.4	0.5	1.4	0.5	1.1	0.1	0.2	1.0	2.6
54 Accounting, Finance and Disbursing	0	0.1	0.1	0.1	0	0.1	0	*	0	0	*	0.1
55 Other Functional Support	0.9	1.0	0.7	0.7	0.3	0.4	0.1	0.5	0	0	0.4	0.6
56 Religious, Morale and Welfare	0.1	0.1	0.1	0.2	0	0	*	*	0	0	*	0.1
57 Information and Education	0.1	*	0.1	0	0.1	*	0	0	0	0	*	*
Electronic/Mechanical Equipment Repairers	6.4	3.9	5.4	2.5	4.2	2.0	6.0	1.0	2.1	0	4.9	2.1
60 Aircraft and Aircraft Related	1.1	0.8	0.4	0.5	0.4	0.5	0.1	0.2	0.1	0	0.4	0.4
61 Automotive	0	0.1	*	0.1	*	0.1	0.1	0	0	0	*	0.1
62 Wire Communications	0.8	0.4	0.9	0.4	0.2	0.3	0.1	0.2	*	0	0.4	0.3
63 Missile Mechanical and Electrical	1.2	0	0.7	0	0.8	0	0.6	*	0.1	0	0.7	*

Table A-2, Continued:

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
65 Shipboard Propulsion	0.8	0.7	0.4	0.8	0.3	0.5	0.2	0.3	0	0	0.3	0.5
66 Power Generating Equipment	0.2	1.6	0.2	0.6	0.2	0.4	0.4	0.1	0	0	0.2	0.6
67 Precision Equipment	0.3	0.2	0.2	0.1	0.2	0.1	0.1	*	0	0	0.1	0.1
69 Other Mechanical and Electrical Equipment	*	0	0.1	0.2	*	0	0	0	0	0	*	*
Craftsmen	1.6	2.1	1.1	1.6	0.8	1.0	0.3	1.0	0.1	0.2	0.8	1.3
70 Metalworking	0.1	*	0.1	0.2	*	0	0	0	0	0	0.1	0.1
71 Construction	0.2	0.5	0.2	0.3	0.1	0.4	*	0.5	0	0.2	0.1	0.4
72 Utilities	0.1	0.4	*	0.3	*	0.1	*	0.3	0	0	*	0.2
74 Lithography	0.1	0.2	*	*	0	0	0	0	0	0	*	0.1
75 Industrial Gas and Fuel	0	0	0	*	0	0	0	0	0	0	0	*
79 Other Craftsmen/N.E.C.	0.3	0.2	0.2	*	0.4	0.1	0.1	0	*	0	0.2	0.1
80 Food Service	0.5	0.5	0.4	0.6	0.3	0.3	0.1	0.2	0.1	0	0.3	0.4
81 Motor Transport	0	0	0	0	0	0	0	0	0	0	0	0
82 Material Receipt, Storage and Issue	0.2	0.1	0.1	0.1	0.1	0.1	0	0	0	0	0.1	0.1
83 Law Enforcement	0	0.1	0.1	0	0	0	*	0	0	0	*	*
84 Personal Service	0.1	0.1	*	*	*	*	*	0	0	0	*	*
86 Forward Area Equipment and Support	*	0.1	*	*	*	0	0	0	0	0	*	*
Non-Occupational	8.0	7.6	10.2	6.5	13.3	9.4	18.0	19.0	62.1	70.9	19.8	18.3
91 Officer Candidates and Students	0	0	0	0	0	*	0	0	0	0	0	*
95 Not Occupationally Qualified	8.0	7.6	10.2	6.5	13.3	9.4	18.0	19.0	62.1	70.9	19.8	18.3

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Some occupational areas are not presented in cases where there were no IBI or SBI accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-3

Percentage of FY 1983 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Fiscal Year and DoD Occupational Group (Marine Corps)

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
TOTAL N	1,173	786	1,000	707	708	524	274	441	14	290	3,169	2,748
00 Unknown	0	0.1	0	0.1	0	0	0	0	0	0.3	0	0.1
Infantry, Gun Crews, & Seamanship Specialists	37.7	20.6	40.8	23.3	33.2	14.7	36.5	27.4	7.1	22.4	37.4	21.5
01 Infantry	28.7	19.2	31.7	21.5	18.4	14.1	33.2	27.0	0	22.4	27.6	20.4
02 Armor and Amphibious	2.7	0	1.3	0.4	1.4	0	0	0	0	0	1.7	0.1
03 Combat Engineering	1.0	0.1	1.1	0	1.4	0.2	0	0	0	0	1.0	0.1
04 Artillery/Gunnery	5.2	1.3	6.7	1.4	12.0	0.4	3.3	0.5	7.1	0	7.0	0.9
05 Air Crew	0	0	0	0	0	0	0	0	0	0	0	0
06 Seamanship	0	0	0	0	0	0	0	0	0	0	0	0
07 Installation Security	0	0	0	0	0	0	0	0	0	0	0	0
Electronics Equipment Repairers	4.8	2.5	3.3	1.6	3.7	4.4	0.4	0.2	0	0.3	3.7	2.0
10 Radio/Radar	1.8	1.7	1.8	0.9	1.3	3.6	0.4	0.2	0	0	1.5	1.4
11 Fire Control Electronic Systems	0	0	0	0	0	0	0	0	0	0	0	0
12 Missile Guidance	0.9	0.3	0.5	0.1	0.3	0	0	0	0	0.3	0.6	0.2
13 Sonar Equipment	0	0	0	0	0	0	0	0	0	0	0	0
15 ADP Computers	0	0	0	0.1	0	0	0	0	0	0	0	*
16 Teletype and Cryptographic Equipment	1.3	0.5	0.6	0.3	1.6	0.4	0	0	0	0	1.0	0.3
19 Other Electronic Equipment	0.8	0.1	0.4	0.1	0.6	0.4	0	0	0	0	0.5	0.2
Communications and Intelligence Specialists	23.1	51.3	25.9	53.5	23.6	54.2	35.8	42.9	42.9	43.4	25.3	50.2
20 Radio and Radio Code	4.2	1.9	3.1	0.6	6.1	0.6	1.5	0.2	14.3	0	4.1	0.8
21 Sonar	0	0	0	0	0	0	0	0	0	0	0	0
22 Radio and Air Traffic Control	0.3	0.3	0.7	0	0.4	0	0	0	0	0	0.4	0.1
23 Signal Intelligence/Electronic Warfare	0	37.5	0.2	41.3	0	44.9	0.4	38.1	0	30.3	0.1	39.2
24 Intelligence	0	10.3	0	10.9	0	8.4	0	4.5	0	13.1	0	9.5

Table A-3, Continued:

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
26 Communications Center Operation	18.6	1.3	21.9	0.7	17.1	0.4	33.9	0	28.6	0	20.7	0.6
Medical & Dental Specialists	0	0	0	0	0	0	0	0	0	0	0	0
30 Medical Care	0	0	0	0	0	0	0	0	0	0	0	0
31 Technical Medical Services	0	0	0	0	0	0	0	0	0	0	0	0
32 Related Medical Services	0	0	0	0	0	0	0	0	0	0	0	0
33 Dental Care	0	0	0	0	0	0	0	0	0	0	0	0
Other Technical & Allied Specialists	3.2	0.4	3.4	0.3	3.7	0.2	4.7	0.7	21.4	0.3	3.6	0.4
40 Photography	0.1	0	0.1	0	0.3	0	0	0	0	0	0.1	0
41 Mapping, Surveying, Drafting, and Illustrating	0.4	0.1	0.7	0.1	0.4	0	0	0.2	0	0	0.5	0.1
42 Weather	0.4	0.1	0.3	0	0.1	0	0	0	0	0	0.3	*
43 Ordnance Disposal and Diving	0.3	0	0.9	0	0.1	0	0	0	0	0	0.4	0
45 Musicians	1.0	0.1	1.0	0	2.0	0.2	4.0	0.2	21.4	0.3	1.6	0.2
49 Technical Specialists, NEC	0.9	0	0.4	0.1	0.7	0	0.7	0.2	0	0	0.7	0.1
Functional Support & Administration	15.7	6.7	12.9	5.2	17.4	5.0	13.1	4.5	14.3	1.4	15.0	5.1
50 Personnel	0	0	0	0	0	0	0	0	0	0	0	0
51 Administration	7.9	3.9	7.0	3.4	9.8	2.3	10.2	2.5	7.1	0	8.2	2.8
52 Clerical/Personnel	2.0	0.5	1.1	0.4	1.3	0.2	0.7	0.9	0	0	1.4	0.4
53 Data Processing	1.0	0.8	0.4	0.1	0.4	0.6	0	0.2	7.1	0	0.6	0.4
54 Accounting, Finance and Disbursing	0.8	0	1.1	0	1.1	0.2	0	0.2	0	0.3	0.9	0.1
55 Other Functional Support	3.8	1.5	3.1	1.0	4.7	1.7	2.2	0.5	0	1.0	3.6	1.2
56 Religious, Morale and Welfare	0.1	0	0.2	0	0.1	0	0	0.2	0	0	0.1	*
57 Information and Education	0.1	0	0	0.1	0	0	0	0	0	0	*	*
Electronic/Mechanical Equipment Repairers	5.8	9.9	6.0	8.1	6.2	9.2	2.2	3.9	7.1	0	5.6	7.3
60 Aircraft and Aircraft Related	1.7	6.2	2.0	5.4	2.0	6.3	0	2.7	0	0	1.7	4.8
61 Automotive	1.3	0.5	1.5	0.4	1.3	0.8	0	0.7	0	0	1.2	0.5
62 Wire Communications	1.6	2.9	0.6	2.1	1.4	1.9	1.5	0.2	0	0	1.2	1.8
63 Missile Mechanical and Electrical	0.1	0	0.1	0	0	0.2	0	0	0	0	0.1	*

Table A-3, Continued:

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
64 Armament and Munitions	1.1	0.3	1.8	0.1	1.6	0	0.7	0.2	7.1	0	1.4	0.1
65 Shipboard Propulsion	0	0	0	0	0	0	0	0	0	0	0	0
66 Power Generating Equipment	0	0	0	0	0	0	0	0	0	0	0	0
67 Precision Equipment	0	0	0	0	0	0	0	0	0	0	0	0
69 Other Mechanical and Electrical Equipment	0	0	0	0	0	0	0	0	0	0	0	0
Craftsman	7.9	5.7	7.0	5.8	10.9	7.6	5.8	8.2	0	1.7	8.1	6.1
70 Metalworking	0	0.1	0	0	0.1	0.2	0	0	0	0	*	0.1
71 Construction	0.3	0	0.1	0	0.3	0	0	0	0	0	0.2	0
72 Utilities	0.4	0	0.3	0	0	0.4	0.7	0	0	0	0.3	0.1
74 Lithography	0.1	0	0.1	0	0	0	0	0	0	0	0.1	0
75 Industrial Gas and Fuel	0	0	0	0	0.1	0	0	0	0	0	*	0
79 Other Craftsmen/NEC	0	0	0	0	0	0	0	0	0	0	0	0
80 Food Service	0.9	0	0.6	0.3	2.7	0.2	0.7	0	0	0	1.2	0.1
81 Motor Transport	1.8	0.8	0.9	0.7	2.5	1.0	1.8	0	0	0	1.7	0.6
82 Material Receipt, Storage and Issue	1.2	0.6	1.6	0.1	1.7	0.2	1.8	0	0	0	1.5	0.3
83 Law Enforcement	3.1	3.9	3.2	4.5	3.1	5.2	0.4	7.7	0	1.7	2.9	4.7
84 Personal Service	0.1	0	0.1	0	0.3	0.2	0.4	0	0	0	0.2	*
86 Forward Area Equipment and Support	0.1	0.3	0.1	0.1	0	0.4	0	0.5	0	0	0.1	0.3
Non-Occupational	1.8	2.7	0.7	2.3	1.4	4.8	1.5	12.2	7.1	30.0	1.4	7.4
91 Officer Candidates and Students	0	0	0	0	0	0	0	0	0	0	0	0
95 Not Occupationally Qualified	1.8	2.7	0.7	2.3	1.4	4.8	1.5	12.2	7.1	30.0	1.4	7.4

Source: Defense Manpower Data Center.

a IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-4

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions
Subject to IBI and SBI Personnel Security Investigations by Fiscal Year and DoD Occupational Group
(Air Force)

Occupational Group	Fiscal Year/Investigation[a]											
	1982		1983		1984		1985		1986		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N[b]	3,845	6,840	3,634	6,275	2,780	5,195	3,080	4,582	2,262	3,326	15,601	26,218
00 Unknown	5.4	1.8	8.3	3.5	0	0	0	0	*	0	3.3	1.3
Infantry, Gun Crews, & Seamanship Specialists	7.4	2.4	6.5	2.5	5.4	2.3	3.9	3.1	2.3	2.1	5.4	2.5
01 Infantry	0.1	0.1	0	0.1	0	0.1	0	0.1	0	0	*	0.1
02 Armor and Amphibious	0	0	0	0	0	0	0	0	0	0	0	0
03 Combat Engineering	0	0	0	0	0	0	0	0	0	0	0	0
04 Artillery/Gunnery	0	0	0	0	0	0	0	0	0	0	0	0
05 Air Crew	1.0	0.4	0.9	0.3	1.8	0.5	2.6	1.2	1.3	0.5	1.4	0.5
06 Seamanship	0	0	0	0	0	0	0	0	0	0	0	0
07 Installation Security	6.4	2.0	5.6	2.1	3.6	1.7	1.3	1.8	1.0	1.6	3.9	1.9
Electronics Equipment Repairers	18.7	25.4	11.1	16.6	15.1	15.4	18.6	12.9	11.8	3.7	15.3	16.4
10 Radio/Radar	4.8	8.6	2.0	4.7	3.7	2.5	2.1	1.6	0.1	*	2.8	4.2
11 Fire Control Electronic Systems	0.2	0.3	0.1	*	0.2	0.1	0.1	0.1	0	0	0.1	0.1
12 Missile Guidance	6.6	0.3	4.0	*	7.4	0.1	7.5	0.2	6.6	0	6.3	0.1
14 Nuclear Weapons Equipment	3.3	0.1	2.6	0	2.5	0.1	6.6	0	4.6	0	3.8	*
15 ADP Computers	1.4	5.0	0.6	3.8	0.5	3.2	0.6	2.4	0	0.2	0.7	3.3
16 Teletype and Cryptographic Equipment	0.3	9.1	*	6.6	0.1	8.1	0.1	7.7	0	3.2	0.1	7.3
19 Other Electronic Equipment	2.1	2.2	1.8	1.5	0.7	1.4	1.6	1.0	0.4	0.2	1.4	1.4
Communications & Intelligence Specialists	4.0	26.0	5.0	26.2	7.6	28.8	10.8	26.2	16.0	15.4	8.0	25.3
20 Radio and Radio Code	2.3	3.4	3.4	3.3	6.0	3.2	7.5	1.6	9.6	1.9	5.3	2.8
22 Radio and Air Traffic Control	0.7	0.5	0.4	0.2	0.4	0.2	0.4	0.3	0.2	0.3	0.5	0.3
23 Signal Intelligence/Electronic Warfare	0	15.6	*	18.8	0.1	21.7	*	16.5	0	6.4	*	16.6
24 Intelligence	0	4.6	0	2.3	*	3.0	*	5.8	0.1	5.2	*	4.0
25 Combat Operations Control	1.0	0.7	1.1	0.5	1.0	0.6	2.9	2.0	6.2	1.6	2.1	1.0
26 Communications Center Operations	*	1.3	0.1	1.0	0	0.2	0	0	0	0	*	0.6

Table A-4, Continued:

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
Medical & Dental Specialists	**0.4**	**1.5**	**0.3**	**1.6**	*	**0.8**	*	**0.6**	**0**	**0.3**	**0.2**	**1.1**
30 Medical Care	0.2	0.9	0.1	1.0	0	0.4	*	0.3	0	0.2	0.1	0.6
31 Technical Medical Services	0.1	0.4	0.1	0.2	0	0.2	0	0.2	0	0.1	*	0.2
32 Related Medical Services	0.1	0.1	0.1	0.1	0	0.1	0	0.1	0	0	*	0.1
33 Dental Care	*	0.2	*	0.2	*	0.1	0	0.1	0	0.1	*	0.1
Other Technical & Allied Specialists	**5.1**	**3.0**	**7.2**	**3.6**	**5.8**	**2.9**	**6.9**	**3.4**	**3.8**	**1.4**	**5.9**	**3.0**
40 Photography	0.5	1.8	0.4	2.3	2.3	2.0	2.0	2.4	1.9	0.9	1.3	2.0
41 Mapping, Surveying, Drafting, and Illustrating	0.3	0.5	0.6	0.5	0.4	0.2	0.7	0.4	0.5	0.2	0.5	0.4
42 Weather	0.3	0.2	0.5	0.5	0.6	0.3	0.4	0.3	0.2	0.1	0.4	0.3
43 Ordnance Disposal and Diving	3.0	0.2	5.0	*	1.9	0	2.6	0	0.5	0	2.8	0.1
45 Musicians	0.3	*	0.3	*	0.2	0	0.6	0	0.2	0	0.3	*
49 Technical Specialists, NEC	0.7	0.3	0.4	0.3	0.4	0.4	0.8	0.3	0.6	0.2	0.6	0.3
Functional Support & Administration	**11.3**	**23.1**	**15.6**	**31.4**	**15.8**	**33.0**	**16.2**	**23.0**	**22.5**	**13.6**	**15.7**	**25.8**
50 Personnel	0.9	0.7	0.7	0.4	0.8	0.4	0.4	0.4	0	*	0.6	0.4
51 Administration	5.3	6.4	6.7	7.2	4.7	6.8	2.6	5.2	1.4	4.3	4.4	6.2
53 Data Processing	2.7	13.1	6.4	21.0	9.1	22.9	12.9	14.5	20.8	7.6	9.3	16.5
54 Accounting, Finance and Disbursing	0.1	0.2	0.2	0.3	0.1	0.4	*	0.2	*	0.1	0.1	0.2
55 Other Functional Support	2.1	2.2	1.4	2.2	1.0	2.2	0.4	2.6	0.2	1.5	1.1	2.2
56 Religious, Morale and Welfare	0.1	0.3	0.1	0.2	*	0.2	*	0.2	0	0.1	0.1	0.2
57 Information and Education	0.2	0.3	*	0.1	*	0.1	0	0.1	0	*	0.1	0.1
Electrical/Mechanical Equipment Repairers	**34.3**	**3.4**	**38.7**	**1.8**	**33.3**	**2.4**	**30.5**	**2.9**	**19.6**	**1.1**	**32.3**	**2.4**
60 Aircraft and Aircraft Related	2.4	1.7	0.8	0.6	1.5	1.3	1.1	1.8	0.2	0.4	1.3	1.2
61 Automotive	0.7	0.1	0.6	0.2	0.7	0.1	0.2	0.1	0.1	*	0.5	0.1
62 Wire Communications	1.1	0.6	1.0	0.5	1.2	0.4	0.9	0.2	0.3	0.2	0.9	0.4
63 Missile Mechanical and Electrical	5.0	0.1	8.2	0.1	3.7	*	2.9	0.1	6.0	0	5.2	0.1
64 Armament and Munitions	25.1	0.8	28.0	0.3	26.3	0.4	25.3	0.6	12.9	0.4	24.2	0.5

Table A-4, Continued:

Occupational Group	Fiscal Year/Investigation[a] 1982 IBI	1982 SBI	1983 IBI	1983 SBI	1984 IBI	1984 SBI	1985 IBI	1985 SBI	1986 IBI	1986 SBI	Total IBI	Total SBI
66 Power Generating Equipment	0.1	0.1	0.2	0.1	0	0.1	*	0.1	0.2	0.2	0.1	0.1
67 Precision Equipment	0	0	0	0	0	0	0	0	0	0	0	0
69 Other Mechanical and Electrical Equipment	0	0	0	0	0	0	0	0	0	0	0	0
Craftsmen	3.9	5.5	2.3	6.9	1.8	4.5	0.5	3.4	0.4	1.4	2.0	4.7
70 Metalworking	0.2	0.1	0.1	*	0.2	*	0	*	0	0	0.1	*
71 Construction	*	0.3	0.1	0.6	0.1	0.3	0.1	0.2	0	0.2	0.1	0.3
72 Utilities	0.3	0.6	0.2	0.5	0	0.4	0	0.5	0	0.1	0.1	0.5
74 Lithography	0.5	0.1	0.4	0.4	0.2	0.2	0.1	0.2	0	0.2	0.3	0.2
76 Fabric, Leather, and Rubber	0.1	0.1	0	0.1	0	*	0	0	0	0	*	0.1
80 Food Service	0.2	0.5	0.1	0.6	0.1	0.4	0	0.2	0	0.1	0.1	0.4
81 Motor Transport	0.5	0.8	0.2	0.7	0.1	0.9	0.2	0.4	0	0	0.2	0.6
82 Material Receipt, Storage and Issue	1.0	1.8	0.8	3.2	0.3	1.5	0.1	1.3	0.1	0.4	0.5	1.8
83 Law Enforcement	1.1	1.1	0.5	0.8	0.9	0.7	0.2	0.5	0.3	0.4	0.6	0.7
84 Personal Service	0	0	0	0	0	0	0	0	0	0	0	0
86 Forward Area Equipment and Support	0.1	0.1	0.1	0.1	0.1	0.1	0	*	0	0	0.1	0.1
Non-Occupational	9.4	7.8	5.0	6.0	15.1	10.0	12.7	24.4	23.5	61.0	12.1	17.5
91 Officer Candidates and Students	8.0	3.2	3.5	1.7	13.6	5.1	10.2	9.3	2.0	7.0	7.5	4.9
92 Undesignated Occupations	0.7	0.8	0.7	0.6	0.6	0.4	0.4	0.8	0	0.5	0.5	0.7
95 Not Occupationally Qualified	0.7	3.7	0.7	3.6	1.0	4.5	2.1	14.4	21.5	53.6	4.0	12.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview-Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Only IBI and SBI accessions whose clearances were not denied or revoked are included.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-5

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Educational Level and DoD Occupational Group (Army)

Occupational Group[c]	Educational Level/Investigation[a]									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N[b]	**342**	**336**	**247**	**299**	**7,046**	**17,364**	**1,767**	**5,683**	**9,402**	**23,682**
00 Unknown	0	0.6	0	1.3	0.2	0.3	0.1	0.4	0.2	0.4
Infantry, Gun Crews, & Seamanship Specialists	**24.6**	**4.2**	**23.1**	**1.3**	**26.8**	**1.0**	**21.8**	**1.5**	**25.7**	**1.2**
01 Infantry	5.9	2.4	6.1	1.0	9.3	0.5	7.9	0.9	8.8	0.6
02 Armor and Amphibious	0.3	0	0	0	0.3	0.1	0.1	0.1	0.2	0.1
03 Combat Engineering	7.3	0.6	9.3	0	5.7	0.1	2.2	0.1	5.2	0.1
04 Artillery/Gunnery	11.1	1.2	7.7	0.3	11.5	0.3	11.5	0.4	11.4	0.3
05 Air Crew	0	0	0	0	0	0	0	0	0	0
06 Seamanship	0	0	0	0	*	*	0.1	*	*	*
07 Installation Security	0	0	0	0	0	0	0.1	0	*	0
Electronics Equipment Repairers	**9.9**	**10.4**	**5.7**	**10.0**	**9.4**	**11.4**	**7.8**	**9.0**	**9.0**	**10.8**
10 Radio/Radar	5.6	8.9	2.8	7.0	4.8	9.4	4.6	*7.7	4.7	9.0
11 Fire Control Electronic Systems	0	0	0	0	*	*	0	0	*	*
12 Missile Guidance	1.5	0	0.8	0	2.0	0.1	1.2	0.1	1.8	0.1
14 Nuclear Weapons Equipment	0	0	0	0	*	0	0	0	*	0
15 ADP Computers	0	0.3	0	0	0.1	0.1	0.1	*	0.1	0.1
16 Teletype and Cryptographic Equipment	2.9	1.2	2.0	2.7	2.4	1.7	1.9	1.0	2.3	1.6
19 Other Electronic Equipment	0	0	0	0.3	0.1	0.1	0.1	0.1	*	0.1
Communications & Intelligence Specialists	**24.3**	**43.5**	**31.2**	**51.2**	**28.8**	**55.5**	**22.3**	**57.6**	**27.5**	**55.8**
20 Radio and Radio Code	19.9	13.7	16.6	8.0	14.7	5.8	8.3	2.9	13.7	5.3
22 Radio and Air Traffic Control	0	0.3	0	0.3	0.1	0.1	0.1	0.1	0.1	0.1
23 Signal Intelligence/Electronic Warfare	0	0.9	0	20.4	0.2	25.9	0.2	37.5	0.2	28.3
24 Intelligence	0	0.9	9.3	8.4	4.3	5.3	6.6	8.3	4.7	6.0
25 Combat Operations Control	2.3	0	1.6	0	2.9	0.2	2.4	0.3	2.7	0.2
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Table A-5, Continued:

Occupational Group	Non-High School Graduate IBI	Non-High School Graduate SBI	GED IBI	GED SBI	High School Diploma Graduate IBI	High School Diploma Graduate SBI	At Least Some College IBI	At Least Some College SBI	Total IBI	Total SBI
	Educational Level/Investigation[a]									
Medical & Dental Specialists	**1.2**	**1.2**	**1.6**	**1.0**	**0.5**	**0.4**	**1.0**	**0.7**	**0.6**	**0.5**
30 Medical Care	1.2	0.9	1.6	1.0	0.4	0.3	0.8	0.4	0.5	0.4
31 Technical Medical Services	0	0.3	0	0	0.1	0.1	0.2	0.1	0.1	0.1
32 Related Medical Services	0	0	0	0	*	*	0	0.1	*	0.1
33 Dental Care	0	0	0	0	*	*	0	*	*	*
Other Technical & Allied Specialists	**5.6**	**0.9**	**6.5**	**0.3**	**4.6**	**1.0**	**5.1**	**1.1**	**4.8**	**1.0**
40 Photography	0.3	0.3	0	0	0.2	0.2	0.2	0.2	0.2	0.2
41 Mapping, Surveying, Drafting, and Illustrating	0.3	0	0	0	0.5	0.7	0.6	0.8	0.5	0.7
42 Weather	0	0	0	0	0	0	0.1	0	*	0
43 Ordnance Disposal and Diving	3.8	0	6.5	0	3.3	*	2.2	0	3.2	*
45 Musicians	0	0	0	0	0.3	*	1.6	0.1	0.5	*
49 Technical Specialists, NEC	1.2	0.6	0	0.3	0.4	0.1	0.5	0.2	0.4	0.1
Functional Support & Administration	**3.8**	**9.5**	**3.6**	**5.7**	**9.3**	**8.1**	**13.5**	**7.4**	**9.8**	**7.9**
50 Personnel	0.6	1.8	0	0	0.7	0.7	1.0	0.7	0.7	0.7
51 Administration	1.5	2.4	2.0	2.0	5.8	4.5	8.1	3.9	5.9	4.3
53 Data Processing	0	0.6	0	0.7	1.3	1.1	1.8	0.9	1.3	1.0
54 Accounting, Finance and Disbursing	0	0	0	0	0.1	0.1	0.3	0.3	0.1	0.1
55 Other Functional Support	1.8	3.9	1.6	3.0	1.4	1.5	1.6	1.1	1.4	1.5
56 Religious, Morale and Welfare	0	0.3	0	0	0.1	0.1	0.1	0.2	0.1	0.1
57 Information and Education	0	0.6	0	0	0.1	0.1	0.5	0.4	0.2	0.2
Electrical/Mechanical Equipment Repairers	**14.4**	**10.7**	**12.1**	**9.0**	**10.2**	**3.2**	**6.2**	**1.7**	**9.7**	**3.0**
60 Aircraft and Aircraft Related	0	0.9	0	0	0.5	0.3	0.1	0.1	0.4	0.3
61 Automotive	1.5	3.6	0.8	1.3	0.9	0.5	0.3	0.1	0.8	0.4
62 Wire Communications	7.9	4.5	3.6	5.0	4.1	1.8	2.9	1.2	4.0	1.8
63 Missile Mechanical and Electrical	0	0	0	0	*	*	0	0	*	*
64 Armament and Munitions	3.5	0.3	7.3	0.7	4.3	0.1	2.6	0.1	4.1	0.1
65 Shipboard Propulsion	0	0	0	0	0	0	0.1	0	*	0

Table A-5, Continued:

Occupational Group	Educational Level/Investigation[a] Non-High School Graduate IBI	Non-High School Graduate SBI	GED IBI	GED SBI	High School Diploma Graduate IBI	High School Diploma Graduate SBI	At Least Some College IBI	At Least Some College SBI	Total IBI	Total SBI
66 Power Generating Equipment	1.5	1.5	0.4	2.0	0.4	0.4	0.2	0.2	0.4	0.4
67 Precision Equipment	0	0	0	0	*	*	0	0	*	*
69 Other Mechanical and Electrical Equipment	0	0	0	0	*	*	0.1	0	*	*
Craftsmen	**8.8**	**13.4**	**6.5**	**9.0**	**5.4**	**5.3**	**4.3**	**4.5**	**5.3**	**5.3**
70 Metalworking	0	0	0	0	*	*	0	0	*	*
71 Construction	0	0	0	0	0.1	*	0.2	*	0.1	*
72 Utilities	0	0	0	0	*	0.1	0.1	0.1	*	0.1
74 Lithography	0.3	0.3	0	0	0.2	0.1	0.1	*	0.2	0.1
76 Fabric, Leather, and Rubber	0	0	0	0	0	0	0	0	0	0
80 Food Service	1.2	1.5	0.4	0.7	0.4	0.4	0.3	0.3	0.4	0.4
81 Motor Transport	2.3	0.6	0.4	0	0.4	0.3	0.6	0.2	0.5	0.3
82 Material Receipt, Storage and Issue	0	0	0.8	0.3	0.1	0.1	0.1	0.1	0.2	0.1
83 Law Enforcement	5.0	11.0	4.9	7.4	4.0	4.2	2.9	3.9	3.9	4.3
84 Personal Service	0	0	0	0	0	*	0	0	0	*
86 Forward Area Equipment and Support	0	0	0	0.7	*	*	0	0	*	*
Non-Occupational	**7.6**	**5.7**	**9.7**	**11.0**	**4.9**	**13.8**	**18.1**	**16.1**	**7.6**	**14.2**
91 Officer Candidates and Students	0	0	0	0	*	*	13.4	2.5	2.5	0.6
92 Undesignated Occupations	0	0	0	0	0	0	0	0	0	0
95 Not Occupationally Qualified	7.6	5.7	9.7	11.0	4.9	13.8	4.7	13.7	5.1	13.6

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Only IBI and SBI accessions whose clearances were not denied or revoked are included.

[c] Some occupational areas are not presented in cases where there were no IBI or SBI accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-6

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Educational Level and DoD Occupational Group (Navy)

Occupational Group	Educational Level/Investigation[a]											
	Non-High School Graduates		GED		High School Diploma Graduates		At Least Some College		Unknown		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	**793**	**126**	**920**	**424**	**18,161**	**10,524**	**1,837**	**1,989**	**2**	**2**	**21,713**	**13,065**
00 Unknown	4.3	16.7	4.1	3.3	2.1	3.2	6.1	7.8	100.0	50.0	2.6	4.0
Infantry, Gun Crews, & Seamanship Specialists	**9.0**	**6.3**	**4.5**	**4.5**	**2.9**	**2.7**	**3.0**	**2.5**	**0**	**0**	**3.2**	**2.7**
01 Infantry	0	0	0.1	0.2	*	*	0	0	0	0	*	*
02 Armor and Amphibious	0	0	0	0	0	0	0	0	0	0	0	0
03 Combat Engineering	0	0	0	0	0	0	0	0	0	0	0	0
04 Artillery/Gunnery	0.6	0	0.8	0.2	0.8	0.2	0.8	0.1	0	0	0.8	0.2
05 Air Crew	0	1.6	0	0.2	0.2	0.8	0.1	0.9	0	0	0.1	0.8
06 Seamanship	8.3	4.8	3.6	3.8	1.9	1.7	2.2	1.5	0	0	2.3	1.8
07 Installation Security	0	0	0	0	*	0	0	0	0	0	*	0
Electronics Equipment Repairers	**16.0**	**11.9**	**25.4**	**24.1**	**24.7**	**21.5**	**31.1**	**16.1**	**0**	**0**	**25.0**	**20.7**
10 Radio/Radar	0.9	6.4	3.0	10.8	3.8	10.5	7.3	8.4	0	0	3.9	10.2
11 Fire Control Electronic Systems	0.4	0	1.9	0.9	1.4	0.1	1.6	0.1	0	0	1.4	0.1
12 Missile Guidance	10.5	1.6	8.0	6.6	8.5	4.4	7.1	3.3	0	0	8.5	4.3
13 Sonar Equipment	0.8	0	3.4	0.5	2.8	0.3	3.4	0.4	0	0	2.8	0.3
15 ADP Computers	0	0	1.2	0.9	0.9	0.4	1.5	0.4	0	0	0.9	0.4
16 Teletype and Cryptographic Equipment	3.4	2.4	5.3	3.5	5.6	5.0	7.1	3.2	0	0	5.6	4.6
19 Other Electronic Equipment	0.1	1.6	2.6	0.7	1.8	0.8	2.9	0.3	0	0	1.9	0.7
Communications and Intelligence Specialists	**33.0**	**29.4**	**28.0**	**33.7**	**40.8**	**40.0**	**29.4**	**40.5**	**0**	**0**	**39.0**	**39.8**
20 Radio and Radio Code	30.8	7.1	26.5	4.5	39.1	3.9	27.3	1.7	0	0	37.3	3.6
21 Sonar	0.1	0	0.3	0.2	0.1	0.1	0.3	0	0	0	0.1	0.1
22 Radio and Air Traffic Control	1.1	4.0	0.9	1.2	0.6	0.7	0.9	0.7	0	0	0.6	0.7
23 Signal Intelligence/Electronic Warfare	0.1	15.8	0	17.9	0.1	22.1	0.1	21.9	0	0	0.1	21.9
24 Intelligence	0	0.8	0	4.7	*	5.1	0	7.8	0	0	*	5.5

Table A-6, Continued:

Occupational Group	Educational Level/Investigation[a] Non-High School Graduates IBI	Non-High School Graduates SBI	GED IBI	GED SBI	High School Diploma Graduates IBI	High School Diploma Graduates SBI	At Least Some College IBI	At Least Some College SBI	Unknown IBI	Unknown SBI	Total IBI	Total SBI
25 Combat Operations Control	0	0	0	0	*	*	0	0	0	0	*	*
26 Communications Center Operation	0.9	1.6	0.3	5.2	0.8	8.0	0.8	8.4	0	0	0.8	7.9
Medical & Dental Specialists	**0.1**	**0**	**0.2**	**0.2**	**0.2**	**0.6**	**0.6**	**0.5**	**0**	**0**	**0.2**	**0.6**
30 Medical Care	0.1	0	0.2	0.2	0.2	0.5	0.5	0.4	0	0	0.2	0.5
31 Technical Medical Services	0	0	0	0	*	0	0.1	0.1	0	0	*	*
32 Related Medical Services	0	0	0	0	0	*	0	0	0	0	0	*
33 Dental Care	0	0	0	0	0	0.1	0.1	0	0	0	*	0.1
Other Technical & Allied Specialists	**0.1**	**0.8**	**0.2**	**0.5**	**0.1**	**0.5**	**1.4**	**0.8**	**0**	**0**	**0.2**	**0.6**
40 Photography	0	0.8	0.1	0	0.1	0.2	0.1	0.2	0	0	0.1	0.2
41 Mapping, Surveying, Drafting, and Illustrating	0.1	0	0.1	0	0.1	0.1	0.4	0.3	0	0	0.1	0.1
42 Weather	0	0	0	0.5	*	0.3	0.1	0.4	0	0	*	0.3
43 Ordnance Disposal and Diving	0	0	0	0	0	0	0	0	0	0	0	0
45 Musicians	0	0	0	0	*	0	0.9	0	0	0	0.1	0
49 Technical Specialists, NEC	0	0	0	0	0	0	0	0	0	0	0	0
Functional Support & Administration	**2.4**	**9.5**	**3.7**	**6.4**	**3.9**	**9.6**	**10.2**	**13.0**	**0**	**0**	**4.3**	**10.0**
50 Personnel	0.1	0	0.3	0.9	0.3	0.3	1.0	0.6	0	0	0.3	0.3
51 Administration	1.9	6.4	1.9	3.1	2.4	6.3	4.4	6.9	0	0	2.5	6.3
52 Clerical/Personnel	0	0	0	0	0	0	0	0	0	0	0	0
53 Data Processing	0.3	1.6	0.8	2.1	0.8	2.3	3.4	4.3	0	0	1.0	2.6
54 Accounting, Finance and Disbursing	0	0	0.1	0	*	0.1	0.1	0	0	0	*	0.1
55 Other Functional Support	0.1	1.6	0.7	0.2	0.4	0.5	0.9	0.9	0	0	0.4	0.6
56 Religious, Morale and Welfare	0	0	0	0	*	*	0.2	0.3	0	0	*	0.1
57 Information and Education	0	0	0	0	*	*	0.3	0.1	0	0	*	*
Electronic/Mechanical Equipment Repairers	**5.7**	**1.6**	**4.7**	**1.7**	**4.9**	**2.1**	**5.1**	**1.8**	**0**	**0**	**4.9**	**2.1**
60 Aircraft and Aircraft Related	0.5	0.8	0.5	0.9	0.4	0.4	0.6	0.2	0	0	0.4	0.4
61 Automotive	0	0	0	0	*	0.1	0	0	0	0	*	0.1

Table A-6, Continued:

Occupational Group	Educational Level/Investigation[a]											
	Non-High School Graduates		GED		High School Diploma Graduates		At Least Some College		Unknown		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
63 Missile Mechanical and Electrical	0.8	0	1.0	0	0.7	*	0.3	0	0	0	0.7	*
64 Armament and Munitions	4.2	0	2.6	0	2.6	0.1	2.3	0.1	0	0	2.6	*
65 Shipboard Propulsion	0.1	0.8	0.2	0.5	0.4	0.6	0.7	0.3	0	0	0.4	0.5
66 Power Generating Equipment	0	0	0	0	0.2	0.6	0.5	0.9	0	0	0.2	0.6
67 Precision Equipment	0	0	0.1	0	0.1	0.1	0.3	0.2	0	0	0.1	0.1
69 Other Mechanical and Electrical Equipment	0	0	0	0	*	*	0.1	0	0	0	*	*
Craftsmen	0.6	1.6	0.4	1.7	0.8	1.4	0.8	0.6	0	0	0.8	1.3
70 Metalworking	0	0	0.1	0	0.1	0.1	0.1	0.1	0	0	0.1	*
71 Construction	0.1	0.8	0	0.5	0.1	0.4	0.1	0.1	0	0	0.1	0.4
72 Utilities	0.1	0.8	0	0.5	*	0.3	0.1	0.1	0	0	*	0.2
74 Lithography	0.1	0	0	0	*	*	0	0.1	0	0	*	*
75 Industrial Gas and Fuel	0	0	0	0	0	0	0	0.1	0	0	0	*
79 Other Craftsmen/NEC	0.1	0	0	0.2	0.2	0.1	0.2	0.1	0	0	0.2	0.1
80 Food Service	0	0	0.1	0.5	0.3	0.4	0.2	0.1	0	0	0.3	0.4
81 Motor Transport	0	0	0	0	0	0	0	0	0	0	0	0
82 Material Receipt, Storage and Issue	0	0	0	0	0.1	0.1	0.2	0.1	0	0	0.1	0.1
83 Law Enforcement	0	0	0	0	0	*	0.1	0.1	0	0	*	*
84 Personal Service	0.1	0	0	0	*	*	0	0	0	0	*	*
86 Forward Area Equipment and Support	0	0	0.2	0	*	*	0	0.1	0	0	*	*
Non-Occupational	28.8	22.2	28.7	24.1	19.7	18.3	12.3	16.6	0	50.0	19.8	18.3
91 Officer Candidates and Students	0	0	0	0	0	0	0	0.1	0	0	0	*
95 Not Occupationally Qualified	28.8	22.2	28.7	24.1	19.7	18.3	12.3	16.6	0	50.0	19.8	18.3

Source: Defense Manpower Data Center.

a IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-7

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Educational Level and DoD Occupational Group (Marine Corps)

Occupational Group[b]	Educational Level/Investigation[a]											
	Non-High School Graduates		GED		High School Diploma Graduates		At Least Some College		Unknown		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	111	32	46	24	2,755	2,367	257	325	0	0	3,169	2,748
00 Unknown	0	0	0	0	0	0.1	0	0	0	0	0	0.1
Infantry, Gun Crews, & Seamanship Specialists	50.5	31.3	54.3	33.3	38.3	22.5	19.8	12.0	0	0	37.4	21.5
01 Infantry	29.7	28.1	37.0	25.0	28.7	21.5	13.6	11.4	0	0	27.6	20.4
02 Armor and Amphibious	9.9	0	4.4	0	1.4	0.1	1.6	0	0	0	1.7	0.1
03 Combat Engineering	3.6	0	4.4	0	0.9	0.1	1.2	0	0	0	1.0	0.1
04 Artillery/Gunnery	7.2	3.1	8.7	8.3	7.3	0.8	3.5	0.6	0	0	7.0	0.9
05 Air Crew	0	0	0	0	0	0	0	0	0	0	0	0
06 Seamanship	0	0	0	0	0	0	0	0	0	0	0	0
07 Installation Security	0	0	0	0	0	0	0	0	0	0	0	0
Electronics Equipment Repairers	0.9	6.3	2.2	4.2	3.7	1.9	5.1	2.8	0	0	3.7	2.0
10 Radio/Radar	0.9	6.3	2.2	4.2	1.6	1.4	1.2	0.9	0	0	1.6	1.4
11 Fire Control Electronic Systems	0	0	0	0	0	0	0	0	0	0	0	0
12 Missile Guidance	0	0	0	0	0.6	0.1	0.8	0.3	0	0	0.6	0.2
13 Sonar Equipment	0	0	0	0	0	0	0	0	0	0	0	0
15 ADP Computers	0	0	0	0	0	0	0	0.3	0	0	0	*
16 Teletype and Cryptographic Equipment	0	0	0	0	0.9	0.2	2.7	0.9	0	0	1.0	0.3
19 Other Electronic Equipment	0	0	0	0	0.6	0.1	0.4	0.3	0	0	0.5	0.2
Communications and Intelligence Specialists	26.1	31.3	15.2	33.3	25.7	49.3	22.6	60.3	0	0	25.3	50.2
20 Radio and Radio Code	15.3	0	4.4	0	3.7	1.0	2.7	0	0	0	4.1	0.8
21 Sonar	0	0	0	0	0	0	0	0	0	0	0	0
22 Radio and Air Traffic Control	1.8	0	0	0	0.3	*	1.6	0.3	0	0	0.4	0.1
23 Signal Intelligence/Electronic Warfare	0	28.1	0	25.0	0.1	38.8	0.4	44.6	0	0	0.1	39.2
24 Intelligence	0	0	0	8.3	0	8.8	0	15.1	0	0	0	9.5
25 Combat Operations Control	0	0	0	0	0	0	0	0	0	0	0	0

Table A-7, Continued:

Occupational Group	Educational Level/Investigation*											
	Non-High School Graduates		GED		High School Diploma Graduates		At Least Some College		Unknown		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
26 Communications Center Operation	9.0	3.1	10.9	0	21.6	0.6	17.9	0.3	0	0	20.7	0.6
Medical & Dental Specialists	0	0	0	0	0	0	0	0	0	0	0	0
30 Medical Care	0	0	0	0	0	0	0	0	0	0	0	0
31 Technical Medical Services	0	0	0	0	0	0	0	0	0	0	0	0
32 Related Medical Services	0	0	0	0	0	0	0	0	0	0	0	0
33 Dental Care	0	0	0	0	0	0	0	0	0	0	0	0
Other Technical & Allied Specialists	0	0	4.3	0	2.7	0.2	14.8	1.8	0	0	3.6	0.4
40 Photography	0	0	0	0	0.1	0	0.8	0	0	0	0.1	0
41 Mapping, Surveying, Drafting, and Illustrating	0	0	0	0	0.3	*	2.3	0.6	0	0	0.5	0.1
42 Weather	0	0	0	0	0.3	*	0.8	0	0	0	0.3	*
43 Ordnance Disposal and Diving	0	0	2.2	0	0.4	0	0.4	0	0	0	0.4	0
45 Musicians	0	0	2.2	0	0.9	*	9.7	0.9	0	0	1.6	0.2
49 Technical Specialists, NEC	0	0	0	0	0.7	*	0.8	0.3	0	0	0.7	0.1
Functional Support & Administration	14.4	6.3	10.9	4.2	14.7	5.2	18.7	4.0	0	0	15.0	5.1
50 Personnel	0	0	0	0	0	0	* 0	0	0	0	0	0
51 Administration	9.9	6.3	8.7	4.2	7.8	2.8	12.1	2.5	0	0	8.2	2.8
52 Clerical/Personnel	1.8	0	0	0	1.3	0.4	2.3	0.6	0	0	1.4	0.4
53 Data Processing	0	0	0	0	0.7	0.5	0.4	0	0	0	0.6	0.4
54 Accounting, Finance and Disbursing	0	0	0	0	0.9	0.1	1.6	0	0	0	0.9	0.1
55 Other Functional Support	2.7	0	2.2	0	3.9	1.3	1.6	0.9	0	0	3.6	1.2
56 Religious, Morale and Welfare	0	0	0	0	0.1	*	0.8	0	0	0	0.1	*
57 Information and Education	0	0	0	0	*	*	0	0	0	0	*	*
Electronic/Mechanical Equipment Repairers	1.8	9.4	0	12.5	5.9	7.6	5.8	4.3	0	0	5.6	7.3
60 Aircraft and Aircraft Related	0	9.4	0	12.5	1.7	5.0	2.7	2.2	0	0	1.7	4.8
61 Automotive	1.8	0	0	0	1.1	0.5	2.3	0.6	0	0	1.2	0.5
62 Wire Communications	0	0	0	0	1.4	1.9	0	1.5	0	0	1.2	1.8

Table A-7, Continued:

Occupational Group	Educational Level/Investigation[a]											
	Non-High School Graduates		GED		High School Diploma Graduates		At Least Some College		Unknown		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
63 Missile Mechanical and Electrical	0	0	0	0	0.1	*	0	0	0	0	0.1	*
64 Armament and Munitions	0	0	0	0	1.6	0.2	0.8	0	0	0	1.4	0.2
65 Shipboard Propulsion	0	0	0	0	0	0	0	0	0	0	0	0
66 Power Generating Equipment	0	0	0	0	0	0	0	0	0	0	0	0
67 Precision Equipment	0	0	0	0	0	0	0	0	0	0	0	0
69 Other Mechanical and Electrical Equipment	0	0	0	0	0	0	0	0	0	0	0	0
Craftsman	**6.3**	**3.1**	**8.7**	**4.2**	**8.1**	**6.1**	**8.2**	**6.5**	**0**	**0**	**8.1**	**6.1**
70 Metalworking	0	0	0	0	*	0.1	0	0	0	0	*	0.1
71 Construction	0	0	2.2	0	0.2	0	0	0	0	0	0.2	0
72 Utilities	1.8	0	0	0	0.3	0.1	0	0	0	0	0.3	0.1
74 Lithography	0	0	0	0	0.1	0	0	0	0	0	0.1	0
75 Industrial Gas and Fuel	0	0	0	0	0	0	0.4	0	0	0	*	0
79 Other Craftsmen/NEC	0	0	0	0	0	0	0	0	0	0	0	0
80 Food Service	0.9	0	2.2	0	1.3	0.1	0.4	0	0	0	1.2	0.1
81 Motor Transport	1.8	0	2.2	4.2	1.7	0.6	0.8	0.3	0	0	1.7	0.6
82 Material Receipt, Storage and Issue	1.8	0	2.2	0	1.6	0.3	0.4	0.3	0	0	1.5	0.3
83 Law Enforcement	0	3.1	0	0	2.7	4.6	6.2	5.9	0	0	2.9	4.7
84 Personal Service	0	0	0	0	0.2	*	0	0	0	0	0.2	*
86 Forward Area Equipment and Support	0	0	0	0	0.1	0.3	0	0	0	0	0.1	0.3
Non-Occupational	**0**	**12.5**	**4.4**	**8.3**	**1.0**	**7.2**	**5.1**	**8.3**	**0**	**0**	**1.4**	**7.4**
91 Officer Candidates and Students	0	0	0	0	0	0	0	0	0	0	0	0
95 Not Occupationally Qualified	0	12.5	4.4	8.3	1.0	7.2	5.1	8.3	0	0	1.4	7.4

Source: Defense Manpower Data Center.

a IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

b Some occupational areas are not presented in cases where there were no IBI or SBI accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-8

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Educational Level and DoD Occupational Group (Air Force)

Occupational Group	Educational Level/Investigation[a]									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N[b]	**42**	**141**	**146**	**281**	**11,741**	**19,258**	**3,672**	**6,537**	**15,601**	**26,218**
00 Unknown	0.0	0.0	0.0	0.0	0.1	*	13.7	5.2	3.3	1.3
Infantry, Gun Crews, & Seamanship Specialists	**11.9**	**3.5**	**10.3**	**2.1**	**6.1**	**2.9**	**2.7**	**1.3**	**5.4**	**2.5**
01 Infantry	0.0	0.0	0.7	0.0	*	0.1	0.0	0.1	*	0.1
02 Armor and Amphibious	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
03 Combat Engineering	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
04 Artillery/Gunnery	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
05 Air Crew	4.8	2.1	2.7	1.1	1.6	0.6	1.0	0.4	1.4	0.6
06 Seamanship	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
07 Installation Security	7.1	1.4	6.9	1.1	4.6	2.3	1.7	0.8	3.9	1.9
Electronics Equipment Repairers	**28.6**	**31.9**	**20.5**	**20.3**	**16.7**	**17.1**	**10.2**	**13.7**	**15.3**	**16.4**
10 Radio/Radar	9.5	9.2	2.7	4.6	3.0	4.4	1.8	3.4	2.8	4.2
11 Fire Control Electronic Systems	0.0	1.4	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.1
12 Missile Guidance	16.7	0.0	4.8	0.0	6.9	0.1	4.5	0.2	6.3	0.1
14 Nuclear Weapons Equipment	0.0	0.0	8.9	0.0	4.4	*	1.9	*	3.8	*
15 ADP Computers	0.0	6.4	2.1	5.3	0.7	3.3	0.6	3.0	0.7	3.3
16 Teletype and Cryptographic Equipment	0.0	11.4	0.0	8.2	0.1	7.8	0.1	5.7	0.1	7.3
19 Other Electronic Equipment	2.4	3.6	2.1	2.1	1.5	1.4	1.2	1.2	1.4	1.4
Communications & Intelligence Specialists	**2.4**	**15.6**	**3.4**	**19.2**	**8.7**	**26.2**	**5.9**	**23.0**	**8.0**	**25.3**
20 Radio and Radio Code	0.0	2.8	3.4	2.9	5.8	3.1	3.7	2.0	5.3	2.8
22 Radio and Air Traffic Control	0.0	0.0	0.0	0.4	0.5	0.3	0.4	0.3	0.5	0.3
23 Signal Intelligence/Electronic Warfare	0.0	6.4	0.0	8.5	*	17.2	0.0	15.3	*	16.6
24 Intelligence	0.0	2.8	0.0	3.9	*	3.9	*	4.3	*	4.0
25 Combat Operations Control	2.4	0.7	0.0	1.4	2.3	1.0	1.7	0.7	2.1	1.0
26 Communications Center Operations	0.0	2.8	0.0	2.1	*	0.7	*	0.3	*	0.6

Table A-8, Continued:

Occupational Group	Educational Level/Investigation[a]									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
Medical & Dental Specialists	0.0	2.8	0.0	1.8	0.2	1.0	0.2	1.1	0.2	1.1
30 Medical Care	0.0	2.8	0.0	1.8	0.1	0.6	0.1	0.6	0.1	0.6
31 Technical Medical Services	0.0	0.0	0.0	0.0	*	0.2	0.1	0.2	*	0.2
32 Related Medical Services	0.0	0.0	0.0	0.0	*	0.1	*	0.1	*	0.1
33 Dental Care	0.0	0.0	0.0	0.0	*	0.1	0.1	0.2	*	0.1
Other Technical & Allied Specialists	4.8	2.8	9.6	3.9	6.1	3.2	5.0	2.3	5.9	3.0
40 Photography	2.4	2.1	3.4	3.6	1.3	2.1	1.1	1.3	1.2	2.0
41 Mapping, Surveying, Drafting, and Illustrating	0.0	0.7	0.0	0.0	0.5	0.4	0.5	0.3	0.5	0.4
42 Weather	0.0	0.0	0.7	0.4	0.4	0.3	0.3	0.4	0.4	0.3
43 Ordnance Disposal and Diving	2.4	0.0	4.1	0.0	3.3	0.1	1.5	*	2.8	0.1
45 Musicians	0.0	0.0	0.0	0.0	0.1	*	1.1	*	0.3	*
49 Technical Specialists, NEC	0.0	0.0	1.4	0.0	0.6	0.3	0.5	0.2	0.6	0.3
Functional Support & Administration	11.9	17.7	11.6	31.0	15.8	27.8	15.5	20.0	15.7	25.8
50 Personnel	0.0	0.0	0.0	0.7	0.5	0.4	0.8	0.4	0.6	0.4
51 Administration	4.8	2.1	2.7	5.0	4.8	6.9	3.2	4.3	4.4	6.2
53 Data Processing	7.1	14.2	6.2	21.0	9.1	17.7	10.3	12.8	9.3	16.5
54 Accounting, Finance and Disbursing	0.0	0.0	0.0	0.0	0.1	0.2	0.1	0.3	0.1	0.2
55 Other Functional Support	0.0	1.4	2.7	3.6	1.2	2.3	0.9	1.7	1.1	2.2
56 Religious, Morale and Welfare	0.0	0.0	0.0	0.4	0.1	0.2	*	0.2	0.1	0.2
57 Information and Education	0.0	0.0	0.0	0.4	0.1	0.1	0.1	0.2	0.1	0.1
Electrical/Mechanical Equipment Repairers	28.6	2.8	38.4	2.1	38.9	2.8	10.8	1.4	32.3	2.4
60 Aircraft and Aircraft Related	7.1	0.7	2.1	1.4	1.5	1.4	0.5	0.6	1.3	1.2
61 Automotive	4.8	0.0	2.1	0.0	0.6	0.1	0.1	0.1	0.5	0.1
62 Wire Communications	0.0	0.7	1.4	0.0	1.1	0.5	0.6	0.3	0.9	0.4
63 Missile Mechanical and Electrical	2.4	0.0	7.5	0.4	6.2	0.1	2.1	0.1	5.2	0.1
64 Armament and Munitions	14.3	1.4	25.3	0.4	29.5	0.6	7.5	0.2	24.2	0.5

Table A-8, Continued:

Occupational Group	Educational Level/Investigation[a]									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
65 Shipboard Propulsion	0.0	0.0	0.0	0.0	0.0	*	0.0	0.0	0.0	*
66 Power Generating Equipment	0.0	0.0	0.0	0.0	0.1	0.1	*	0.1	0.1	0.1
67 Precision Equipment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
69 Other Mechanical and Electrical Equipment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Craftsmen	**4.8**	**5.0**	**4.1**	**7.5**	**2.2**	**5.3**	**1.3**	**2.9**	**2.0**	**4.7**
70 Metalworking	2.4	0.0	0.7	0.0	0.1	0.1	0.0	*	0.1	*
71 Construction	0.0	0.0	0.7	0.0	0.1	0.4	0.0	0.1	0.1	0.3
72 Utilities	0.0	1.4	0.7	0.4	0.1	0.5	0.1	0.3	0.1	0.5
74 Lithography	0.0	0.0	0.7	0.7	0.3	0.3	0.1	0.2	0.3	0.2
76 Fabric, Leather, and Rubber	0.0	0.0	0.0	0.4	*	0.1	0.0	*	*	*
80 Food Service	0.0	1.4	0.0	0.7	0.1	0.5	0.0	0.1	0.1	0.4
81 Motor Transport	0.0	0.7	0.0	0.4	0.3	0.7	0.1	0.4	0.2	0.6
82 Material Receipt, Storage and Issue	2.4	0.7	1.4	2.5	0.6	2.0	0.2	1.3	0.5	1.8
83 Law Enforcement	0.0	0.7	0.0	2.5	0.6	0.8	0.7	0.5	0.6	0.7
84 Personal Service	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
86 Forward Area Equipment and Support	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1
Non-Occupational	**7.1**	**17.7**	**2.1**	**12.1**	**5.1**	**13.6**	**34.7**	**29.2**	**12.1**	**17.5**
91 Officer Candidates and Students	0.0	1.4	0.0	0.0	0.1	0.1	31.6	19.0	7.5	4.8
92 Undesignated Occupations	0.0	1.4	0.0	1.4	0.7	0.7	0.1	0.4	0.5	0.6
95 Not Occupationally Qualified	7.1	14.9	2.1	10.7	4.4	12.8	2.9	9.8	4.0	12.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview-Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Only IBI and SBI accessions whose clearances were denied or revoked are included.

[c] Some occupational areas are not presented in cases where there were no IBI or SBI accessions presented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-9

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Age at Enlistment and DoD Occupational Group (Army)

Occupational Group[c]	Age Group/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
TOTAL N[b]	646	1,750	3,016	7,717	1,631	3,889	1,076	2,584	2,374	6,096	659	1,646	9,402	23,682
00 Unknown	0.2	0.5	0.3	0.4	0.1	0.3	0.1	0.2	0.1	0.4	0.3	0.5	0.2	0.4
Infantry, Gun Crews, & Seamanship Specialists	26.0	1.5	25.6	0.8	27.4	1.1	27.9	1.0	24.3	1.5	22.3	2.1	25.6	1.2
01 Infantry	10.1	0.7	10.4	0.4	9.7	0.5	7.8	0.4	6.9	1.0	6.7	1.1	8.8	0.6
02 Armor and Amphibious	0.2	0.1	0.2	0.1	0.2	*	0.5	*	0.3	0.1	0.2	0	0.2	0.1
03 Combat Engineering	6.4	0.1	5.6	0.1	6.4	0.2	6.4	0.2	3.8	0.1	2.1	0.2	5.2	0.1
04 Artillery/Gunnery	9.4	0.7	9.4	0.2	11.2	0.4	13.0	0.3	13.3	0.3	13.4	0.8	11.4	0.3
05 Air Crew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Seamanship	0	0	*	*	0	0	0.1	*	0.1	*	0	0	*	*
07 Installation Security	0	0	0	0	0	0	0	0	*	0	0	0	*	0
Electronics Equipment Repairers	11.1	10.1	9.6	11.1	8.2	10.7	8.6	11.1	8.5	10.4	8.6	11.0	9.0	10.8
10 Radio/Radar	5.7	8.7	4.8	9.3	4.2	9.0	3.6	9.0	5.1	8.7	5.0	8.8	4.7	9.0
11 Fire Control Electronic Systems	0	0	*	*	0	*	0	0	0	*	0	0	*	*
12 Missile Guidance	2.1	0.1	2.3	*	1.8	*	2.2	0.1	1.3	0.1	1.2	0	1.8	0.1
14 Nuclear Weapons Equipment	0	0	0.1	0	0	0	0	0	0	0	0	0	*	0
15 ADP Computers	0.2	0	0	0.1	0.1	0.2	0.1	*	0.1	*	0	0.1	0.1	0.1
16 Teletype and Cryptographic Equipment	3.3	1.3	2.4	1.5	2.2	1.5	2.7	2.0	2.0	1.6	2.1	1.9	2.3	1.6
19 Other Electronic Equipment	0	0.1	0.1	0.2	0	0.1	0	0.1	*	0.1	0.3	0.2	0.1	0.1
Communications & Intelligence Specialists	27.7	57.3	28.1	54.6	29.9	57.3	28.2	57.6	25.1	56.6	25.6	50.4	27.5	55.8
20 Radio and Radio Code	14.7	5.6	14.8	5.3	16.2	6.4	14.1	6.6	11.3	4.4	10.0	3.3	13.7	5.3
22 Radio and Air Traffic Control	0	0.1	0.1	*	0.1	0.2	0.2	*	0.1	0.1	0	0.1	0.1	0.1
23 Signal Intelligence/Electronic Warfare	0.2	27.8	0.1	24.7	0.4	26.9	0	28.5	0.2	33.0	0	30.5	0.2	28.3
24 Intelligence	4.8	5.8	4.5	4.9	4.5	5.7	4.5	5.1	4.7	7.6	6.2	7.4	4.7	6.0
25 Combat Operations Control	2.6	0.2	2.3	0.2	2.2	0.2	3.8	0.1	3.0	0.2	3.2	0.4	2.7	0.2

Table A-9, Continued:

Occupational Group	Age Group/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
Medical & Dental Specialists	0.5	0.6	0.6	0.3	0.5	0.4	0.5	0.5	0.7	0.6	1.1	1.1	0.6	0.5
30 Medical Care	0.5	0.5	0.5	0.2	0.4	0.4	0.4	0.4	0.6	0.4	0.9	0.6	0.5	0.4
31 Technical Medical Services	0	0.1	0.1	0.1	0	*	0.1	0.1	0.1	*	0.2	0.4	0.1	0.1
32 Related Medical Services	0	0	0	0.1	0.1	*	0	0	0	0.1	0	0.1	*	0.1
33 Dental Care	0	0	0	0	0.1	0	0	0	0	*	0	0.1	*	*
Other Technical & Allied Specialists	6.2	1.1	4.3	1.0	4.4	0.7	4.5	0.7	5.6	1.2	4.1	1.5	4.8	1.0
40 Photography	0.2	0.2	0.1	0.1	0.4	0.1	0.2	0.1	0.3	0.2	0.2	0.3	0.2	0.2
41 Mapping, Surveying, Drafting, and Illustrating	0.3	0.8	0.6	0.8	0.3	0.5	0.6	0.4	0.6	0.7	0.3	0.7	0.5	0.7
42 Weather	0	0	0	0	0	0	0	0	0	0	0	0	*	0
43 Ordnance Disposal and Diving	4.8	0.1	3.1	*	3.0	0.1	3.1	*	3.4	0	1.5	0	3.2	*
45 Musicians	0.2	0	0.3	*	0	0	0.3	0	0.9	*	1.8	0.1	0.5	*
49 Technical Specialists, NEC	0.8	0.1	0.2	0.1	0.7	0.1	0.4	0.2	0.4	0.2	0.3	0.4	0.4	0.1
Functional Support & Administration	8.5	6.7	9.3	8.2	8.5	7.8	9.9	8.3	11.0	7.8	11.7	8.0	9.8	7.9
50 Personnel	0.3	0.8	0.6	0.7	0.4	0.7	1.2	0.7	0.8	0.7	1.1	0.9	0.7	0.7
51 Administration	5.1	3.3	5.8	4.4	5.3	4.2	6.0	4.6	6.6	4.4	6.8	4.1	5.9	4.3
53 Data Processing	2.0	0.9	1.6	1.3	0.9	1.0	0.7	1.0	1.3	0.9	1.7	0.7	1.3	1.0
54 Accounting, Finance and Disbursing	0	0.1	*	0.1	0.1	0.1	0.1	0.2	0.3	0.2	0	0.1	0.1	0.1
55 Other Functional Support	1.1	1.4	1.1	1.5	1.8	1.6	1.7	1.7	1.6	1.4	1.8	1.3	1.4	1.5
56 Religious, Morale and Welfare	0	0.2	0.1	0.1	0	0.1	0	*	*	0.1	0.2	0.4	0.1	0.1
57 Information and Education	0	0.1	0.1	0.2	0.1	0.1	0.2	0.2	0.4	0.2	0.2	0.5	0.2	0.2
Electronic/Mechanical Equipment Repairers	10.1	3.4	10.7	3.1	10.0	3.1	10.4	3.8	8.6	2.5	6.2	2.0	9.7	3.0
60 Aircraft and Aircraft Related	0	0.2	0.3	0.3	0.3	0.4	0.6	0.2	0.5	0.2	0.2	0.2	0.4	0.3
61 Automotive	0.3	0.7	1.0	0.5	1.0	0.6	0.9	0.4	0.7	0.3	0.3	0.1	0.8	0.4
62 Wire Communications	3.4	1.9	4.0	1.8	4.4	1.6	4.4	2.4	3.9	1.7	3.8	1.5	4.0	1.8
63 Missile Mechanical and Electrical	0	0	*	*	0	0	0	0	0	0	0	0	*	0
64 Armament and Munitions	5.9	0.3	5.0	0.2	3.7	0.1	4.5	0.2	3.1	0.1	1.5	0.1	4.1	0.1

Table A-9, Continued:

Occupational Group	Age Group/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SB
66 Power Generating Equipment	0.5	0.3	0.3	0.3	0.6	0.5	0.1	0.7	0.5	0.3	0.2	0.2	0.4	0.4
67 Precision Equipment	0	0	0	0	0.1	*	0	0	0	0	0	0	*	*
69 Other Mechanical and Electrical Equipment	0	0	*	0	0.1	*	0	0	0	0	0.2	0	*	*
Craftsman	1.9	1.1	6.3	6.1	6.2	6.2	5.2	5.8	4.8	4.7	4.2	4.6	5.3	5.3
70 Metalworking	0	0.1	0	*	0	*	0.1	*	*	0	0	0	*	*
71 Construction	0.3	0.1	0.2	*	0.1	0.1	0.1	0	0.1	*	0.2	0	0.1	*
72 Utilities	0	0	0.1	0.1	0	0.1	0	0.2	0	0.1	0.2	0	*	0.1
74 Lithography	0	0	0.2	0.1	0.2	*	0	*	0.2	*	0.2	0.2	0.2	0.1
76 Fabric, Leather, and Rubber	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80 Food Service	0.6	0.3	0.2	0.4	0.6	0.6	0.6	0.3	0.6	0.3	0.2	0.3	0.4	0.4
81 Motor Transport	0.3	0.1	0.4	0.2	1.0	0.4	0.4	0.5	0.4	0.3	0.5	0.2	0.5	0.3
82 Material Receipt, Storage and Issue	0.3	0.1	0.2	0.1	0.1	0.3	0.1	0.1	0.1	0.1	0.2	0	0.1	0.1
83 Law Enforcement	0.3	0.2	5.0	5.2	4.3	4.7	4.0	4.6	3.2	3.9	3.0	3.9	3.9	4.3
84 Personal Service	0	0.1	0	0	0	*	0	0	0	0	0	0	0	*
86 Forward Area Equipment and Support	0	0.1	*	*	0.1	*	0	0.1	0	*	0	0	*	*
Non-Occupational	7.9	17.7	5.2	14.4	4.8	12.3	4.8	10.9	11.4	14.3	15.8	18.9	7.6	14.2
91 Officer Candidates and Students	0	0	*	*	0	0	0	*	7.2	1.6	10.0	2.7	2.5	0.6
92 Undesignated Occupations	0	0	0	0	0	0	0	0	0	0	0	0	0	0
95 Not Occupationally Qualified	7.9	17.7	5.2	14.4	4.8	12.3	4.8	10.9	4.2	12.7	5.8	16.2	5.1	13.6

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Only IBI and SBI accessions whose clearances were denied or revoked are included.

[c] Some occupational areas are not presented in cases where there were no IBI or SBI accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentage may not sum due to rounding.

Table A-10

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Age at Enlistment and DoD Occupational Groups (Navy)

Occupational Group	Age/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
TOTAL N	1,489	712	7,716	4,447	4,855	2,595	2,576	1,503	4,163	2,985	914	823	21,713	13,065
00 Unknown	3.4	6.7	1.9	3.4	2.1	3.4	2.5	3.9	3.4	4.6	5.6	5.4	2.6	4.0
Infantry, Gun Crews, & Seamanship Specialists	3.8	3.1	2.9	2.7	3.4	3.0	3.5	3.1	3.2	2.1	2.6	3.5	3.2	2.7
01 Infantry	0	0.1	*	*	*	0	0	0	0	0	0	0	*	*
02 Armor and Amphibious	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Combat Engineering	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Artillery/Gunnery	0.7	0.1	0.6	0.2	0.8	*	1.2	0.2	0.9	0.1	0.1	0.2	0.8	0.2
05 Air Crew	0.1	0.4	0.1	0.9	0.1	1.0	0.2	0.9	0.2	0.5	0.1	1.3	0.1	0.8
06 Seamanship	3.0	2.4	2.2	1.6	2.5	1.9	2.1	2.1	2.1	1.6	2.4	1.9	2.3	1.8
07 Installation Security	0	0	*	0	0	0	0	0	0	0	0	0	*	0
Electronics Equipment Repairers	23.0	15.3	24.4	20.2	22.4	21.8	23.8	22.1	28.6	19.9	33.4	24.2	25.0	20.7
10 Radio/Radar	2.8	7.2	3.1	9.8	3.5	10.9	4.4	10.7	5.3	9.7	7.7	13.2	3.9	10.2
11 Fire Control Electronic Systems	1.1	0.1	1.4	0.1	1.4	0.1	1.2	0.1	1.6	0.1	1.4	0.2	1.4	0.1
12 Missile Guidance	10.1	4.1	9.6	4.3	7.3	4.0	7.5	5.3	8.1	4.1	6.5	4.4	8.5	4.3
13 Sonar Equipment	2.1	0.4	2.6	0.2	2.6	0.4	3.5	0.3	2.9	0.4	4.0	0.7	2.8	0.3
15 ADP Computers	0.6	0	0.8	0.5	0.9	0.4	0.8	0.5	1.2	0.2	1.5	1.0	0.9	0.4
16 Teletype and Cryptographic Equipment	4.4	2.8	5.0	4.6	5.5	5.3	5.0	4.3	7.0	4.8	8.4	4.6	5.6	4.6
19 Other Electronic Equipment	1.9	0.7	1.8	0.7	1.3	0.8	1.5	0.9	2.5	0.7	3.8	0	1.9	0.7
Communications and Intelligence Specialists	36.1	41.4	40.3	41.6	43.0	40.2	40.6	39.1	34.5	38.9	27.5	31.6	39.0	39.8
20 Radio and Radio Code	34.7	5.8	38.6	3.8	41.4	4.6	39.0	2.9	32.8	2.8	24.5	2.3	37.3	3.6
21 Sonar	0.1	0.1	0.1	0.1	0.1	*	0.1	0	0.1	*	0.7	0.1	0.1	0.1
22 Radio and Air Traffic Control	0.3	1.0	0.6	0.7	0.7	0.7	0.7	0.4	0.6	0.9	1.3	0.7	0.6	0.7
23 Signal Intelligence/Electronic Warfare	0.1	23.3	0.1	23.7	0.1	21.0	*	21.8	0.1	21.4	0.2	15.8	0.1	21.9
24 Intelligence	0.1	4.6	0	5.1	0.1	4.9	0	6.2	*	6.1	0	6.4	*	5.5
25 Combat Operations Control	0	0	*	*	*	0	0	0	0	0	0	0	*	*

Table A-10, Continued:

Occupational Group	Age/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
26 Communications Center Operations	0.7	6.6	0.8	8.1	0.6	8.9	0.8	7.8	0.9	7.7	0.8	6.2	0.8	7.9
Medical & Dental Specialists	**0.3**	**0.6**	**0.2**	**0.5**	**0.1**	**0.5**	**0.2**	**0.6**	**0.3**	**0.7**	**0.2**	**0.9**	**0.2**	**0.6**
30 Medical Care	0.3	0.6	0.2	0.4	0.1	0.5	0.2	0.4	0.3	0.5	0.1	0.5	0.2	0.5
31 Technical Medical Services	0	0	0	0	*	0	0	0	*	*	0.1	0	*	*
32 Related Medical Services	0	0	0	0	0	0	0	0	0	*	0	0	0	*
33 Dental Care	0	0	0	*	*	0	0	0.2	0	0.1	0	0.4	*	0.1
Other Technical & Allied Specialists	**0.1**	**0.4**	**0.1**	**0.4**	**0.1**	**0.7**	**0.2**	**0.4**	**0.6**	**0.8**	**0.9**	**0.7**	**0.2**	**0.6**
40 Photography	0.1	0	0.1	0.2	*	0.3	0.1	0.1	0.1	0.1	0.1	0.4	0.1	0.2
41 Mapping, Surveying, Drafting, and Illustrating	0	0.1	*	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0	0.1	0.1
42 Weather	0	0.3	0	0.2	*	0.3	*	0.3	0	0.5	0	0.4	*	0.3
43 Ordnance Disposal and Diving	0	0	0	0	0	0	0	0	0	0	0	0	0	0
45 Musicians	0	0	0	0	0	0	0	0	0.4	0	0.7	0	0.1	0
49 Technical Specialists, NEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Functional Support & Administration	**2.1**	**7.4**	**3.7**	**8.5**	**3.3**	**9.5**	**4.9**	**9.6**	**6.5**	**13.1**	**7.5**	**11.7**	**4.3**	**10.0**
50 Personnel	0.2	0.3	0.2	0.3	0.3	0.2	0.3	0.4	0.6	0.5	0.8	0.2	0.3	0.3
51 Administration	1.5	5.2	2.4	5.7	2.0	6.4	2.6	5.9	3.2	7.6	3.5	6.4	2.5	6.3
52 Clerical/Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0
53 Data Processing	0.2	1.1	0.7	1.8	0.8	2.5	1.4	2.7	1.7	4.0	2.5	4.0	1.0	2.6
54 Accounting, Finance and Disbursing	0	0	*	0.1	*	0.1	*	0.2	*	0	0	0	*	0.1
55 Other Functional Support	0.1	0.7	0.3	0.6	0.3	0.3	0.5	0.5	0.7	0.8	0.8	0.6	0.4	0.6
56 Religious, Morale and Welfare	0	0.1	*	*	*	0	0	0	0.1	0.1	0	0.2	*	0.1
57 Information and Education	0.1	0	*	0	*	0	0	0	0.1	*	0	0.1	*	*
Electronic/Mechanical Equipment Repairers	**4.4**	**2.0**	**5.2**	**2.2**	**4.9**	**2.2**	**4.2**	**2.2**	**5.2**	**2.0**	**4.8**	**1.3**	**4.9**	**2.1**
60 Aircraft and Aircraft Related	0.5	0.6	0.4	0.5	0.3	0.4	0.5	0.4	0.4	0.3	0.9	0.5	0.4	0.4
61 Automotive	0	0	*	0.1	*	0.1	0	0.1	0	0	0	0	*	0.1
62 Wire Communications	0.5	0.1	0.4	0.2	0.4	0.4	0.2	0.5	0.7	0.2	0.6	0.4	0.4	0.3
63 Missile Mechanical and														

Table A-10, Continued:

Occupational Group	Age/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
64 Armament and Munitions	2.4	0	2.9	*	2.7	0.1	2.5	0	2.5	0	1.6	0.1	2.6	0.1
65 Shipboard Propulsion	0.5	0.6	0.4	0.5	0.2	0.6	0.3	0.7	0.5	0.5	0.3	0.1	0.4	0.5
66 Power Generating Equipment	0.1	0.7	0.2	0.7	0.3	0.5	0.1	0.4	0.3	0.8	0	0	0.2	0.6
67 Precision Equipment	0.1	0	0.1	0.1	0.2	*	*	0.1	0.1	0.1	0.7	0.2	0.1	0.1
69 Other Mechanical and Electrical Equipment	0	0	*	*	*	*	0	0	*	0	0.1	0	.*	*
Craftsman	**0.6**	**1.3**	**0.7**	**1.4**	**0.9**	**1.5**	**0.9**	**1.3**	**0.7**	**0.9**	**1.4**	**1.1**	**0.8**	**1.3**
70 Metalworking	0	0	0.1	*	*	0.1	0.2	0	0.1	0	0	0.1	0.1	0.1
71 Construction	0	0.3	0.1	0.6	0.1	0.5	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.4
72 Utilities	0.1	0.3	0	0.2	0.1	0.3	0	0.4	0.1	0.2	0.1	0.2	*	0.2
74 Lithography	0.1	0	0.1	*	0	*	0	0.1	0	0	0	0.1	*	0.1
75 Industrial Gas and Fuel	0	0	0	0	0	0	0	0	0	*	0	0	0	*
79 Other Craftsmen/N.E.C.	0.1	0.1	0.1	*	0.2	0.1	0.2	0.1	0.3	0.1	0.3	0.1	0.2	0.1
80 Food Service	0.3	0.6	0.3	0.5	0.4	0.3	0.4	0.3	0.2	0.3	0.3	0.2	0.3	0.4
81 Motor Transport	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82 Material Receipt, Storage and Issue	0.1	0	0.1	0.1	0.1	*	0	0.1	0.1	*	0.2	0.1	0.1	0.1
83 Law Enforcement	0	0	0	0	0	*	0	0	0	*	0.1	0	*	*
84 Personal Service	0	0	0.1	0.1	0	*	0	0	0	0	0.1	0	*	*
86 Forward Area Equipment and Support	0.1	0	*	0	0	0	0	0.1	0	0.1	0.1	0	*	*
Non-Occupational	**26.2**	**21.8**	**20.6**	**19.1**	**19.8**	**17.3**	**19.3**	**17.8**	**17.0**	**17.1**	**16.1**	**19.7**	**19.8**	**18.3**
91 Officer Candidates and Students	0	0	0	0	0	0	0	0	0	*	0	0	0	*
95 Not Occupationally Qualified	26.2	21.8	20.6	19.1	19.8	17.3	19.3	17.8	17.0	17.1	16.1	19.7	19.8	18.3

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-11

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Age at Enlistment and DoD Occupational Group (Marine Corps)

Occupational Group	Age/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
TOTAL N	332	220	1,466	1,286	647	593	278	253	408	359	38	37	3,169	2,748
00 Unknown	0	0.5	0	0	0	0.2	0	0	0	0.3	0	0	0	0.1
Infantry, Gun Crews, & Seamanship Specialists	**46.7**	**24.5**	**39.3**	**24.2**	**38.0**	**22.4**	**33.5**	**20.2**	**27.5**	**11.4**	**10.5**	**0**	**37.4**	**21.5**
01 Infantry	33.1	24.1	29.1	23.0	27.2	21.1	25.9	18.6	21.6	11.1	5.3	0	27.6	20.4
02 Armor and Amphibious	3.9	0	1.5	0.1	1.2	0.2	1.1	0.4	2.2	0	0	0	1.7	0.1
03 Combat Engineering	1.8	0	0.7	0.1	1.7	0	1.4	0.4	0.3	0	2.6	0	1.0	0.1
04 Artillery/Gunnery	7.8	0.5	8.0	1.0	7.9	1.2	5.0	0.8	3.4	0.3	2.6	0	7.0	0.9
05 Air Crew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Seamanship	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07 Installation Security	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Electronics Equipment Repairers	**2.7**	**3.6**	**3.4**	**1.5**	**4.0**	**1.2**	**5.0**	**2.8**	**3.7**	**3.9**	**5.3**	**2.7**	**3.7**	**2.0**
10 Radio/Radar	0.9	2.7	1.5	1.1	1.9	0.8	1.4	2.0	2.0	2.5	0	0	1.5	1.4
11 Fire Control Electronic Systems	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12 Missile Guidance	0.6	0.5	0.7	0.2	0.5	0	0.4	0	0.3	0	2.6	2.7	0.6	0.2
13 Sonar Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15 ADP Computers	0	0	0	0	0	0	0	0	0	0.3	0	0	0	*
16 Teletype and Cryptographic Equipment	0.9	0.5	0.7	0.2	1.1	0.3	2.5	0.4	1.0	0.6	2.6	0	1.0	0.3
19 Other Electronic Equipment	0.3	0	0.6	0.1	0.6	0	0.7	0.4	0.5	0.6	0	0	0.5	0.2
Communications and Intelligence Specialists	**20.8**	**49.0**	**27.1**	**49.8**	**24.4**	**46.5**	**25.2**	**53.8**	**24.3**	**54.0**	**21.1**	**70.3**	**25.3**	**50.2**
20 Radio and Radio Code	5.1	0.9	4.3	1.0	3.7	0.5	4.3	0.8	2.9	0.8	2.6	0	4.1	0.8
21 Sonar	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22 Radio and Air Traffic Control	0	0.5	0.5	0	0.6	0	0.4	0	0.5	0.3	0	0	0.4	0.1
23 Signal Intelligence/Electronic Warfare	0	36.4	0.1	40.1	0	35.9	0	45.5	0.5	38.4	0	45.9	0.1	39.2
24 Intelligence	0	10.5	0	8.5	0	8.8	0	6.7	0	13.9	0	24.3	0	9.5
25 Combat Operations Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table A-11, Continued:

Occupational Group	Age/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
26 Communications Center Operation	15.7	0.9	22.2	0.2	20.1	1.4	20.5	0.8	20.3	0.6	18.4	0	20.7	0.6
Medical & Dental Specialists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30 Medical Care	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 Technical Medical Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32 Related Medical Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0
33 Dental Care	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Technical & Allied Specialists	3.0	0	2.5	0.2	2.5	0.3	4.0	0	7.6	1.1	23.7	5.4	3.6	0.4
40 Photography	0.3	0	0.1	0	0	0	0	0	0.5	0	0	0	0.1	0
41 Mapping, Surveying, Drafting, and Illustrating	0	0	0.5	0.1	0	0	1.0	0	1.2	0.3	0	2.7	0.4	0.1
42 Weather	0.3	0	0.2	0.1	0.5	0	0.4	0	0.3	0	0	0	0.2	*
43 Ordnance Disposal and Diving	0.3	0	0.5	0	0.5	0	0.4	0	0.5	0	0	0	0.4	0
45 Musicians	0.9	0	0.8	0	0.9	0.2	1.8	0	3.9	0.8	23.7	0	1.6	0.2
49 Technical Specialists, NEC	1.2	0	0.6	0	0.6	0.2	0.4	0	1.2	0	0	2.7	0.7	0.1
Functional Support & Administration	15.1	8.6	14.1	4.8	13.8	3.7	17.6	5.1	17.9	5.8	15.8	5.4	15.0	5.1
50 Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0
51 Administration	7.2	5.5	7.2	2.5	8.2	2.5	9.4	1.6	12.0	3.6	7.9	5.4	8.2	2.8
52 Clerical/Personnel	1.2	0.9	1.3	0.4	1.7	0.2	2.2	0.4	1.2	0.8	0	0	1.4	0.4
53 Data Processing	0	0.5	1.0	0.5	0.2	0.3	0.4	0.8	0.5	0	2.6	0	0.6	0.4
54 Accounting, Finance and Disbursing	1.2	0	0.8	0.1	0.8	0	1.1	0.8	1.0	0	0	0	0.9	0.1
55 Other Functional Support	5.4	1.8	3.7	1.3	2.8	0.7	4.3	1.6	2.9	1.1	2.6	0	3.6	1.2
56 Religious, Morale and Welfare	0	0	0.1	0.1	0.2	0	0	0	0.3	0	2.6	0	0.1	*
57 Information and Education	0	0	0	0	0	0	0.4	0	0	0.3	0	0	*	*
Electronic/Mechanical Equipment Repairers	4.5	5.5	6.8	8.8	4.5	6.1	2.9	7.5	6.4	5.6	5.3	0	5.6	7.3
60 Aircraft and Aircraft Related	0.3	2.7	2.1	6.2	1.2	4.4	1.4	2.8	2.7	3.6	0	0	1.7	4.8
61 Automotive	1.8	0	1.3	0.7	0.6	0.5	0.4	0	2.0	0.6	2.6	0	1.2	0.5
62 Wire Communications	1.2	1.8	1.5	1.7	1.2	1.0	0.4	4.7	1.0	1.4	0	0	1.2	1.8
63 Missile Mechanical and Electrical	0.3	0	0	0	0.2	0.2	0	0	0	0	0	0	0.1	*

Table A-11, Continued:

Occupational Group	Age/Investigation* 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
64 Armament and Munitions	0.9	0.9	1.9	0.2	1.2	0	0.7	0	0.7	0	2.6	0	1.4	0.2
65 Shipboard Propulsion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
66 Power Generating Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Precision Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Other Mechanical and Electrical Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craftsmen	**5.4**	**1.4**	**6.3**	**3.7**	**11.7**	**12.0**	**9.7**	**5.5**	**10.0**	**8.6**	**2.6**	**2.7**	**8.1**	**6.1**
70 Metalworking	0	0	0	0.2	0.2	0	0	0	0	0	0	0	*	0.1
71 Construction	0	0	0.3	0	0.2	0	0	0	0.3	0	0	0	0.2	0
72 Utilities	0.3	0	0.4	0.2	0.5	0	0	0	0	0	0	0	0.3	0.1
74 Lithography	0	0	0.1	0	0.2	0	0	0	0	0	0	0	0.1	0
75 Industrial Gas and Fuel	0	0	0	0	0	0	0	0	0.3	0	0	0	*	0
79 Other Craftsmen/N.E.C.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80 Food Service	1.5	0	0.9	0.2	1.4	0.2	1.4	0	1.7	0	0	0	1.2	0.1
81 Motor Transport	1.5	0.5	1.6	0.7	2.3	0.3	1.4	0.4	1.2	0.8	2.6	0	1.7	0.6
82 Material Receipt, Storage and Issue	1.8	0.5	1.6	0.3	1.6	0.2	1.4	0	0.7	0.3	0	0	1.5	0.3
83 Law Enforcement	0	0	1.2	1.8	5.4	11.1	5.0	4.7	5.9	7.5	0	2.7	2.9	4.7
84 Personal Service	0	0	0.2	0.1	0.2	0	0.4	0	0	0	0	0	0.2	*
86 Forward Area Equipment and Support	0.3	0.5	0.1	0.3	0	0.2	0	0.4	0	0	0	0	0.1	0.3
Non-Occupational	**1.8**	**6.8**	**0.5**	**7.2**	**1.1**	**7.6**	**2.2**	**5.1**	**2.7**	**9.2**	**15.8**	**13.5**	**1.4**	**7.4**
91 Officer Candidates and Students	0	0	0	0	0	0	0	0	0	0	0	0	0	0
95 Not Occupationally Qualified	1.8	6.8	0.5	7.2	1.1	7.6	2.2	5.1	2.7	9.2	15.8	13.5	1.4	7.4

Source: Defense Manpower Data Center.

* IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. IBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-12

Percentage of FY 1982 Through 1986 Non-Prior Service Accessions Subject to IBI and SBI Personnel Security Investigations by Age at Enlistment and DoD Occupational Group (Air Force)

Occupational Group[c]	Age Group/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
TOTAL N[b]	572	988	4,510	7,041	3,170	5,255	2,051	3,731	4,718	8,179	580	1,024	15,601	26,218
00 Unknown	0	0	0	0	0	0	0.2	0.1	9.1	3.2	13.6	7.7	2.7	1.3
Infantry, Gun Crews, & Seamanship Specialists	5.6	2.9	6.9	3.1	6.4	2.7	5.7	3.1	3.5	1.7	2.2	0.9	4.5	2.5
01 Infantry	0.2	0.1	0	0	*	0.1	0	0.1	0	0.1	0	0	0	0
02 Armor and Amphibious	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Combat Engineering	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Artillery/Gunnery	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Air Crew	1.4	1.0	1.6	0.7	1.6	0.6	1.6	0.5	1.2	0.4	1.4	0.1	1.2	0.6
06 Seamanship	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07 Installation Security	4.0	1.8	5.3	2.4	4.8	2.1	4.1	2.6	2.4	1.1	0.9	0.8	3.2	1.9
Electronics Equipment Repairers	16.8	13.4	16.1	17.0	17.9	17.4	16.7	18.1	13.0	15.3	7.2	12.7	15.3	16.4
10 Radio/Radar	2.3	2.9	2.4	4.2	3.6	4.3	3.4	4.9	2.4	4.0	1.6	3.0	2.8	4.2
11 Fire Control Electronic Systems	0	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.2	0.1	0.2	0.2	0.1	0.1
12 Missile Guidance	8.7	0	7.0	0.1	6.9	0.2	6.2	0.1	5.5	0.1	2.8	0.1	6.3	0.2
14 Nuclear Weapons Equipment	4.0	0	4.4	0.1	5.0	*	4.3	0	2.6	*	1.4	0	3.8	*
15 ADP Computers	0.2	2.7	0.6	3.1	0.5	3.6	1.0	3.5	0.9	3.2	0.2	3.2	0.7	3.3
16 Teletype and Cryptographic Equipment	0	6.1	0.1	7.9	0.2	7.9	0.2	8.0	0.1	6.6	0	4.9	0.1	7.3
19 Other Electronic Equipment	1.6	1.5	1.4	1.6	1.6	1.3	1.5	1.3	1.4	1.3	1.2	1.3	1.4	1.4
Communications & Intelligence Specialists	9.6	27.3	8.8	27.1	7.8	26.2	9.9	26.5	6.6	23.3	4.3	17.5	6.6	25.3
20 Radio and Radio Code	5.8	2.9	6.0	3.2	5.4	2.9	6.9	2.8	4.1	2.5	2.9	2.5	4.4	2.8
22 Radio and Air Traffic Control	0.4	0	0.5	0.3	0.5	0.3	0.4	0.4	0.5	0.3	0.3	0.5	0.4	0.3
23 Signal Intelligence/Electronic Warfare	0	19.1	*	17.7	0	17.1	0.1	17.5	*	15.4	0	10.3	*	16.6
24 Intelligence	0	3.9	*	4.0	0	3.9	0.1	4.7	*	3.9	0	3.3	*	4.0
25 Combat Operations Control	1.5	1.1	2.3	1.2	1.9	1.1	2.5	0.6	1.9	0.8	1.0	0.5	1.8	1.0

Table A-12, Continued:

Occupational Group	Age Group/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
26 Communications Center Operation	0	0.3	*	0.7	*	0.9	0	0.5	*	0.4	0	0.4	*	0.6
Medical and Dental Specialist	0.2	0.5	0.2	1.0	0.2	1.2	0.2	1.3	0.2	1.0	0.3	1.1	0.1	1.1
30 Medical Care	0.2	0.3	0.1	0.5	0.1	0.7	0.1	0.8	0.1	0.6	0.3	0.8	0.1	0.6
31 Technical Medical Services	0	0.1	0	0.2	0.1	0.3	0.1	0.3	0.1	0.2	0	0.2	*	0.2
32 Related Medical Services	0	0.1	0.1	0.2	*	0.1	0.1	0.1	*	0.1	0	0	*	0.1
33 Dental Care	0	0	*	0.1	0	0.2	0.1	0.1	*	0.2	0	0.1	*	0.1
Other Technical & Allied Specialists	5.6	2.2	5.3	2.8	5.7	3.4	6.6	3.1	6.1	2.8	7.1	3.8	4.9	3.0
40 Photography	1.2	1.3	1.1	2.0	1.4	2.4	1.4	1.9	1.3	1.7	1.0	2.3	1.0	2.0
41 Mapping, Surveying, Drafting, and Illustrating	0.7	0.1	0.5	0.4	0.4	0.4	0.5	0.4	0.5	0.3	0.2	0.4	0.4	0.4
42 Weather	1.1	0.3	0.3	0.2	0.3	0.3	0.3	0.3	0.5	0.3	0	0.5	0.3	0.3
43 Ordnance Disposal and Diving	2.5	0.1	2.9	0.1	3.1	*	3.2	0.1	2.6	0.1	2.2	0	2.3	*
45 Musicians	0	0	0	0	0	0	0.1	0	0.6	*	3.3	0	0.3	*
49 Technical Specialists, NEC	0.2	0.4	0.4	0.3	0.5	0.3	1.1	0.4	0.6	0.3	0.3	0.6	0.5	0.3
Functional Support & Administration	14.3	26.9	15.2	27.1	15.5	28.4	17.6	26.8	16.0	23.3	12.6	19.2	13.0	25.8
50 Personnel	0.4	0.3	0.5	0.4	0.5	0.5	0.7	0.4	0.7	0.4	0.7	0.8	0.5	0.4
51 Administration	3.7	6.9	4.5	6.9	4.9	6.8	4.5	6.5	4.2	5.2	2.9	4.8	3.6	6.2
53 Data Processing	8.6	17.3	8.9	17.0	8.5	18.5	10.7	17.4	10.1	14.9	7.2	10.2	7.7	16.5
54 Accounting, Finance and Disbursing	0	0.1	*	0.2	0.2	0.2	0	0.2	0.2	0.3	0.3	0.4	0.1	0.2
55 Other Functional Support	1.6	2.1	1.1	2.3	1.3	2.2	1.5	2.2	0.8	2.1	0.9	2.3	0.9	2.2
56 Religious, Morale and Welfare	0.2	0.2	*	0.2	*	0.2	0	0.1	0.1	0.2	0.3	0.4	*	0.2
57 Information and Education	0	0	0.1	0.1	*	0.1	0.1	*	0.1	0.2	0.2	0.4	0.1	0.1
Electronic/Mechnical Equipment Repairers	40.6	2.5	41.4	2.6	38.5	2.9	34.6	2.7	19.6	1.9	12.9	1.0	26.7	2.4
60 Aircraft and Aircraft Related	0.7	1.7	1.3	1.4	2.0	1.2	1.7	1.3	0.9	1.0	0.5	0.7	1.1	1.2
61 Automotive	0.2	0.2	0.4	0.1	0.7	0.1	0.7	0.1	0.4	0.1	0.3	0	0.4	0.1
62 Wire Communications	0.4	0.4	1.1	0.3	1.1	0.6	1.0	0.7	0.8	0.3	0.5	0.1	0.8	0.4
63 Missile Mechanical and Electrical	7.9	0	6.5	0.1	6.4	*	5.8	0.1	3.0	0.1	2.4	0.2	4.3	0.1

Table A-12, Continued:

Occupational Group	Age Group/Investigation[a] 17 IBI	17 SBI	18 IBI	18 SBI	19 IBI	19 SBI	20 IBI	20 SBI	21-25 IBI	21-25 SBI	26-35 IBI	26-35 SBI	Total IBI	Total SBI
64 Armament and Munitions	31.5	0.2	32.0	0.7	28.3	0.7	25.5	0.5	14.5	0.3	9.1	0	20.0	0.5
65 Shipboard Propulsion	0	0	0	0	0	*	0	0	0	0	0	0	0	*
66 Power Generating Equipment	0	0	0.2	0.2	*	0.2	0.1	0.2	0.1	0.1	0	0	0.1	0.1
67 Precision Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Other Mechanical and Electrical Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craftmen	**1.4**	**4.9**	**2.0**	**4.8**	**2.3**	**5.9**	**3.0**	**5.2**	**1.6**	**4.0**	**1.2**	**2.3**	**2.0**	**4.7**
70 Metalworking	0	0	0.1	*	0.2	0.1	0.1	*	*	*	0	0.1	0.1	*
71 Construction	0	0.7	0.1	0.4	0.1	0.3	0.1	0.3	*	0.3	0	0.1	0.1	0.3
72 Utilities	0.2	0.5	0.1	0.5	0.1	0.6	0.1	0.5	0.1	0.3	0.2	0.5	0.1	0.5
74 Lithography	0.2	0	0.3	0.2	0.3	0.2	0.2	0.4	0.2	0.3	0.2	0	0.2	0.2
76 Fabric, Leather, and Rubber	0	0.1	0.1	0.1	0	0	0	0.1	0	0.1	0	0	*	*
80 Food Service	0	0.3	0.1	0.5	0.1	0.5	0.2	0.4	*	0.3	0	0.1	0.1	0.4
81 Motor Transport	0	0.8	0.2	0.6	0.2	0.7	0.4	0.9	0.2	0.5	0.2	0.4	0.2	0.6
82 Material Receipt, Storage and Issue	1.1	1.7	0.5	1.8	0.6	2.5	0.7	1.6	0.4	1.6	0.2	0.9	0.5	1.8
83 Law Enforcement	0	0.6	0.5	0.7	0.7	0.9	1.0	0.9	0.6	0.6	0.5	0.2	0.6	0.7
84 Personal Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0
86 Forward Area Equipment and Support	0	0.1	0.1	0.1	0.1	0.1	0.1	0.1	*	*	0	0.1	0.1	0.1
Non-Occupational	**5.9**	**19.3**	**4.1**	**14.3**	**5.7**	**11.8**	**5.6**	**13.1**	**24.2**	**23.5**	**38.4**	**33.9**	**10.0**	**17.5**
91 Officer Candidates and Students	0	0	0	*	*	*	0.6	0.4	20.2	12.1	35.2	23.8	6.2	4.8
92 Undesignated Occupations	0.4	0.8	0.8	0.9	0.7	0.7	0.7	0.6	0.2	0.5	0	0.6	0.4	0.7
95 Not Occupationally Qualified	5.6	18.5	3.4	13.4	5.0	11.1	4.3	12.1	3.8	10.9	3.3	9.5	3.3	12.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Only IBI and SBI accessions whose clearances were not denied or revoked are included.

[c] Some occupational areas are not presented in cases where there were no IBI or SBI accessions represented.

Table A-13

Thirty-Six Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Educational Level,
IBI and SBI Personnel Security Investigation, and Attrition Type
(Army)

	Educational Level/Investigation[a]									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	184	208	122	164	3,798	9,033	912	2,813	5,016	12,218
60 Character or Behavior Disorder	0	0	0	0	0.1	0.3	0.1	0.4	0.1	0.3
61 Motivational Problems	0	0	0	0	0	*	0	0	0	*
64 Alcoholism	1.1	1.4	0	0.6	0.1	0.2	0	0.2	0.1	0.3
65 Discreditable Incidents	0	0	0	0	0	0	0	0	0	0
66 Shirking	0	0	0	0	0	0	0	*	0	*
67 Drugs	1.1	0.5	2.5	0.6	0.5	0.5	0.1	0.1	0.5	0.4
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0	0	0.1	*	0	0	*	*
73 Court Martial	0	0	0	0	0.1	0.1	0	0	0.1	0.1
74 Fraudulent Entry	1.1	0.5	0.8	0.6	0.1	0.1	0.1	0.1	0.2	0.1
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0	1.2	0.1	0.5	0.2	0.3	0.1	0.4
96 Conscientious Objector	0	0	0	0	*	*	0	0.1	*	*
98 Breach of Contract	0	0	0	0	0.1	0.2	0.1	0.1	0.1	0.1
99 Other	0	0	0	0	0	*	0	0	0	*
TOTAL ATTRITION[b]	14.7	20.7	18.0	18.3	7.5	15.6	5.8	12.6	7.7	15.0

Source: Defense Manpower Data Center.

a IBI refers to the Interview Oriented Background Investigation required for Top Secret Clearances. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

b Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk (*) indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-14

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Accessions by Educational Level,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Navy)

	Educational Level/Investigation[a]									
	Non-High School Graduate		GED		High School Diploma Graduates		At Least Some College		Total	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	353	50	467	229	7631	4844	832	877	9283	6000
60 Character or Behavior Disorder	0.9	4.0	0.9	0.9	0.6	0.7	0.5	0.5	0.6	0.7
61 Motivational Problems	0	0	0	0.9	0	*	0.1	0	*	0.1
64 Alcoholism	0	0	0.6	0.4	0.3	0.2	0.4	0.1	0.3	0.2
65 Discreditable Incidents	7.7	2.0	4.5	3.9	1.9	1.0	0.6	0.3	2.1	1.0
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	6.2	0	4.3	1.3	1.9	0.9	1.1	0.5	2.1	0.9
68 Financial Irresponsibility	0	0	0	0	0	*	0	0	0	*
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0.2	0.4	*	0	0	0	*	*
73 Court Martial	0.9	0	1.1	0.4	0.1	0.2	0	0	0.2	0.2
74 Fraudulent Entry	0.9	0	0.4	0	0.4	0.3	0.4	0.1	0.4	0.3
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.9	0	0.9	2.2	0.5	0.8	0.4	0.7	0.5	0.8
96 Conscientious Objector	0	0	0	0	*	0	0	0.1	*	*
98 Breach of Contract	0	0	0	0	*	0	0.1	0.1	*	*
99 Other	0	0	0	0	*	0	0	0	*	0
TOTAL ATTRITION[b]	26.6	16.0	22.3	15.7	10.6	7.5	7.0	6.0	11.5	7.7

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Check required for Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note : An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-15

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Educational Level,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Marine Corps)

	Educational Level/Investigation[a]									
	Non-High School Graduate		GED		High School Diploma Graduates		At Least Some College		Total	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	95	23	40	22	1,875	1,278	163	170	2,173	1,493
60 Character or Behavior Disorder	0	0	0	0	0.2	0.8	0	0.6	0.1	0.7
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0	4.4	0	0	0	0.2	0	0	0	0.3
65 Discreditable Incidents	0	0	0	0	0.4	0.6	0	0.6	0.4	0.5
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	2.1	0	0	0	0.5	0.6	0	0	0.5	0.5
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	1.1	0	0	0	0	0	0.6	0	0.1	0
73 Court Martial	1.1	0	0	0	0.1	0.3	0	0	0.1	0.3
74 Fraudulent Entry	1.1	0	0	0	0.1	0.1	0	0	0.1	0.1
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0	0	0.1	0.2	0	0	0.1	0.2
96 Conscientious Objector	0	0	0	0	0	0	0	0	0	0
98 Breach of Contract	0	0	0	0	0.1	0.1	0	0.6	0.1	0.1
99 Other	0	0	0	0	0.2	0.1	0.6	0	0.2	0.1
TOTAL ATTRITION[b]	9.5	21.7	5.0	0	4.6	8.5	2.5	7.1	4.7	8.4

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note : An asterisk , (*), indicates that the percentage is below .05. Percentages may not sum due to rounding.

Table A-16

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Accessions by Educational Level,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Air Force)

	Educational Level/Investigation[a]									
	Non High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	38	128	109	263	5,862	10,242	1,683	3,098	7,692	13,731
60 Character or Behavior Disorder	0	1.6	0.9	1.1	0.5	0.7	0.2	0.3	0.4	0.7
61 Motivational Problems	0	0	0	0.8	0	*	0	*	0	*
64 Alcoholism	0	0	0	0.4	0.1	0.1	0	0.1	0.1	0.1
65 Discreditable Incidents	2.6	2.3	0	3.0	0.8	0.6	0.1	0.1	0.6	0.6
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	2.6	2.3	1.8	3.4	1.1	1.6	0.2	0.8	0.9	1.4
68 Financial Irresponsibility	2.6	0	0.9	0	*	*	0	0	0.1	*
69 Lack of Dependent Support	0	0	0	0	0	*	0	0.1	0	*
71 Civil Court Conviction	0	0	0.9	0	0.1	0.1	0.1	0	0.1	0.1
73 Court Martial	0	0	0	0.8	0.1	0.1	0	0.1	0.1	0.1
74 Fraudulent Entry	0	1.6	0	2.7	0.2	0.4	0.1	0.3	0.1	0.4
75 AWOL, Desertion	0	0	0	0	0	*	0	0	0	*
76 Homosexuality	0	0	0	0.8	0.1	0.3	0.1	0.3	0.1	0.3
96 Conscientious Objector	0	0	0	0	*	*	0	*	*	*
98 Breach of Contract	0	0	0	0	0	0.1	0.1	0.1	*	0.1
99 Other	0	0.8	0.9	0	0.3	0.5	0.8	0.8	0.4	0.5
TOTAL ATTRITION[b]	13.2	24.2	10.1	30.4	7.8	13.7	2.1	8.0	6.6	12.8

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk (*) indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-17

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Accessions by Age at Enlistment,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Army)

	Age/Investigation[a]													
	17		18		19		20		21-25		26-35		Total	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	312	911	1,555	3,773	860	2,037	542	1,347	1,364	3,221	383	929	5,016	12,218
60 Character or Behavior Disorder	0	0.6	0.1	0.3	0.1	0.3	0	0.4	0	0.2	0.3	0.5	0.1	0.3
61 Motivational Problems	0	0	0	*	0	0	0	0	0	*	0	0	0	*
64 Alcoholism	0.3	0.7	0.1	0.2	0.1	0.3	0.2	0.3	0	0.1	0	0.3	0.1	0.3
65 Discreditable Incidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0
66 Shirking	0	0	0	0	0	0	0	0	0	*	0	0	0	*
67 Drugs	0.6	0.8	0.5	0.5	0.6	0.8	0.2	0.4	0.6	0.2	0.3	0.2	0.5	0.4
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0.1	0.1	0.1	0	0	0.2	0	0	0	0	*	*
73 Court Martial	0.3	0	0.1	0.1	0	0.1	0.2	0	0.1	0.1	0	0	0.1	0.1
74 Fraudulent Entry	0	0	0.1	0.1	0.1	0	0.2	0	0.3	0.3	0.5	0.2	0.2	0.1
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.3	0.3	0.1	0.6	0.4	0.5	0	0.4	0.1	0.3	0	0.2	0.1	0.4
96 Conscientious Objector	0	0	0	0	0	0	0.2	0.1	0	0	0	0.2	*	*
98 Breach of Contract	0	0.3	0.1	0.1	0	0.1	0	0.2	0.2	0.2	0	0.1	0.1	0.1
99 Other	0	0	0	0	0	0	0	0	0	*	0	0	0	*
TOTAL ATTRITION[b]	11.2	15.9	7.5	14.9	7.6	16.1	7.4	14.5	7.3	13.5	7.8	18.4	7.7	15.0

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk (*) indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-18

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Age at Enlistment,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Navy)

	Age/Investigation[a]													
	17		18		19		20		21-25		26-35		Total	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	684	339	3,258	1,964	1,981	1,191	1,084	701	1,863	1,409	413	396	9,283	6,000
60 Character or Behavior Disorder	1.0	0.6	0.8	0.9	0.5	0.7	0.6	0.9	0.2	0.6	0.7	0.5	0.6	0.7
61 Motivational Problems	0	0.6	0	0	0	0.1	0.1	0.1	0	0	0	0	*	0.1
64 Alcoholism	0	0.3	0.3	0.2	0.4	0.3	0.2	0.2	0.3	0.1	0.5	0.3	0.3	0.2
65 Discreditable Incidents	4.0	1.5	2.3	1.3	2.0	1.0	2.3	0.9	1.5	0.8	1.0	0.8	2.1	1.0
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	4.0	0.6	1.7	0.9	2.0	1.2	1.6	1.1	2.6	0.6	1.2	0.5	2.1	0.9
68 Financial Irresponsibility	0	0	0	0.1	0	0	0	0	0	0	0	0	0	*
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0.2	0.3	0	0	0.1	0	0	0	0.1	0	0	0	*	*
73 Court Martial	0.7	0	0.3	0.2	0.2	0.3	0	0	0.1	0.1	0	0	0.2	0.2
74 Fraudulent Entry	0.3	0	0.3	0.2	0.1	0.3	0.7	0.3	0.6	0.3	1.2	0.5	0.4	0.3
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.4	1.5	0.5	0.8	0.9	0.9	0.7	1.1	0.3	0.6	0.2	0.3	0.5	0.8
96 Conscientious Objector	0	0	0	0	0.1	0	0	0.1	0	0	0	0	*	*
98 Breach of Contract	0	0	0.1	0	0	0	0	0.1	0.1	0	0	0	*	*
99 Other	0	0	0	0	0	0	0	0	0.1	0	0	0	*	0
TOTAL ATTRITION[b]	17.5	9.4	10.6	7.7	12.0	8.6	11.2	7.1	10.5	6.6	11.1	8.1	11.5	7.7

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk (*) indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-19

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Accessions by Age at Enlistment,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Marine Corps)

	Age/Investigation[a]													
	17		18		19		20		21-25		26-35		Total	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	261	144	997	663	423	332	191	154	275	180	26	20	2,173	1,493
60 Character or Behavior Disorder	0	0	0.3	0.3	0	1.8	0	1.3	0	0.6	0	0	0.1	0.7
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0	0.7	0	0.3	0	0.3	0	0	0	0	0	0	0	0.3
65 Discreditable Incidents	0	1.4	0.6	0.8	0.2	0	0.5	0	0	0.6	0	0	0.4	0.5
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	1.5	0.7	0.5	0.2	0.2	0.9	0	2.0	0.4	0	0	0	0.5	0.5
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0.1	0	0	0	0	0	0	0	3.9	0	0.1	0
73 Court Martial	0.8	0	0	0.5	0	0.3	0	0	0	0	0	0	0.1	0.3
74 Fraudulent Entry	0.4	0	0.1	0	0.2	0	0	0	0	0.6	0	0	0.1	0.1
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.4	0	0.1	0.5	0	0	0	0	0	0	0	0	0.1	0.2
96 Conscientious Objector	0	0	0	0	0	0	0	0	0	0	0	0	0	0
98 Breach of Contract	0	0	0.1	0.2	0	0	0	0	0	0	0	5.0	0.1	0.1
99 Other	0	0	0.3	0	0	0	0	0	0.4	0.6	0	0	0.2	0.1
TOTAL ATTRITION[b]	6.9	9.7	5.8	7.8	2.6	8.7	2.6	7.1	2.6	10.0	11.5	5.0	4.7	8.4

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for the Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk (*) indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-20

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Accessions by Age at Enlistment,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Air Force)

	Age/Investigation[a]													
	17		18		19		20		21-25		26-35		Total	
Attrition Type	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI	IBI	SBI
TOTAL N	318	503	2,296	3,698	1,601	2,831	936	2,040	2,268	4,137	273	522	7,692	13,731
60 Character or Behavior Disorder	0	0.6	0.7	0.8	0.3	0.5	0.5	0.6	0.2	0.6	0	0.6	0.4	0.7
61 Motivational Problems	0	0	0	0.1	0	0.1	0	0	0	0.1	0	0	0	*
64 Alcoholism	0	0.2	0.1	0.1	0.1	0.1	0	0.1	0.1	0.1	0.4	0.4	0.1	0.1
65 Discreditable Incidents	1.3	1.6	0.9	0.7	1.1	0.7	0.2	0.6	0.1	0.2	0	0	0.6	0.6
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	1.6	1.6	1.2	1.5	0.8	1.7	1.8	1.6	0.4	1.2	0	0.4	0.9	1.4
68 Financial Irresponsibility	0.3	0	0	0	0.1	*	0.1	0.1	*	*	0	0	0.1	*
69 Lack of Dependent Support	0	0	0	0	0	0	0	0.1	0	*	0	0.2	0	*
71 Civil Court Conviction	0.3	0	0.2	0.1	0.1	0.1	0.1	0.1	*	0.1	0	0	0.1	0.1
73 Court Martial	0.3	0.2	0	0.2	0.1	*	0.1	0	*	0.1	0	0	0.1	0.1
74 Fraudulent Entry	0.6	0	*	0.3	0.1	0.3	0.2	0.2	0.2	0.7	0	1.2	0.1	0.4
75 AWOL, Desertion	0	0	0	*	0	0	0	0	0	0	0	0	0	*
76 Homosexuality	0	0.4	0.1	0.5	0.2	0.3	0	0.3	*	0.3	0	0	0.1	0.3
96 Conscientious Objector	0	0	0	0	0	0	0	0	*	0.1	0	0	*	*
98 Breach of Contract	0	0	0	0.1	0	0.1	0	0.1	0	0.1	0.4	0.2	*	0.1
99 Other	0	0.6	0.4	0.5	0.1	0.2	0.4	0.5	0.6	0.7	0.7	1.2	0.4	0.5
TOTAL ATTRITION[b]	10.4	16.9	8.3	15.1	8.1	14.0	6.4	11.7	4.0	10.2	2.2	11.3	6.6	12.8

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk (*) indicates that the percentage is less than .05. Percentage may not sum due to rounding.

Table A-21

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Educational Level, Suitability Issue Status,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Army)

Investigation[a]/ Attrition Type	Educational Level/Suitability Issue Status									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI										
TOTAL N	157	27	106	16	3,625	373	824	88	4,512	504
60 Character or Behavior Disorder	0	0	0	0	0.1	0	0.1	0	0.1	0
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0.6	3.7	0	0	*	0.3	0	0	*	0.4
65 Discreditable Incidents	0	0	0	0	0	0	0	0	0	0
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	0.6	3.7	1.9	6.3	0.4	0.8	0.1	0	0.4	1.0
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0	0	0.1	0	0	0	*	0
73 Court Martial	0	0	0	0	0.2	0	0	0	0.1	0
74 Fraudulent Entry	0.6	3.7	1.0	0	0.1	0.5	0	1.1	0.1	0.8
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0	0	0.1	0	0.2	0	0.1	0
96 Conscientious Objector	0	0	0	0	*	0	0	0	*	0
98 Breach of Contract	0	0	0	0	0.1	0	0.1	0	0.1	0
99 Other	0	0	0	0	0	0	0	0	0	0
TOTAL ATTRITION[b]	14.0	18.5	17.9	18.8	7.4	8.3	5.5	9.1	7.5	9.3
SBI										
TOTAL N	160	48	129	35	7,994	1,039	2,459	354	10,742	1,476
60 Character or Behavior Disorder	0	0	0	0	0.3	0.5	0.3	0.6	0.3	0.5
61 Motivational Problems	0	0	0	0	*	0.1	0	0	*	0.1
64 Alcoholism	1.3	2.1	0	2.9	0.2	0.3	0.2	0.6	0.2	0.5
65 Discreditable Incidents	0	0	0	0	0	0	0	0	0	0
66 Shirking	0	0	0	0	0	0	*	0	*	0
67 Drugs	0.6	0	0	2.9	0.4	1.4	0	0.6	0.3	1.2
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0	0	*	0.1	0	0	*	0.1
73 Court Martial	0	0	0	0	0.1	0.2	0	0	*	0.1
74 Fraudulent Entry	0	2.1	0	2.9	*	0.5	0.1	0.3	0.1	0.5
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0.8	2.9	0.4	0.6	0.3	0	0.4	0.5
96 Conscientious Objector	0	0	0	0	*	0	0.1	0	*	0
98 Breach of Contract	0	0	0	0	0.2	0.2	*	0.3	0.1	0.2
99 Other	0	0	0	0	*	0	0	0	*	0
TOTAL ATTRITION[b]	19.4	25.0	13.2	37.1	15.0	20.3	11.8	17.5	14.3	20.2

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Orientated Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Table A-22

Thirty-Six Month Attrition Rates FY 1982 and 1983
Non-Prior Service Accessions by Educational Level, Suitability Issue Status,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Navy)

Investigation[a]/ Attrition Type	Educational Level/Suitability Issue Status									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI										
TOTAL N	309	44	367	100	6,813	818	722	110	8,211	1,072
60 Character or Behavior Disorder	0.3	4.6	0.5	2.0	0.6	0.4	0.6	0	0.6	0.7
61 Motivational Problems	0	0	0	0	0	0	0.1	0	*	0
64 Alcoholism	0	0	0.5	1.0	0.2	0.7	0.3	0.9	0.2	0.8
65 Discreditable Incidents	7.1	11.4	4.4	5.0	1.8	3.1	0.4	1.8	2.0	3.5
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	6.2	6.8	4.1	5.0	1.5	4.7	0.8	2.7	1.8	4.6
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0.3	0	*	0.1	0	0	*	0.1
73 Court Martial	0.7	2.3	0.8	2.0	0.2	0	0	0	0.2	0.3
74 Fraudulent Entry	0	6.8	0.5	0	0.2	1.7	0.3	0.9	0.2	1.7
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.7	2.3	1.1	0	0.5	0.6	0.4	0	0.5	0.6
96 Conscientious Objector	0	0	0	0	*	0	0	0	*	0
98 Breach of Contract	0	0	0	0	*	0	0.1	0	0.1	0
99 Other	0	0	0	0	*	0.1	0	0	*	0.1
TOTAL ATTRITION[b]	24.9	38.6	22.1	23.0	9.8	17.4	6.2	11.8	10.6	18.2
SBI										
TOTAL N	42	8	194	35	4,348	496	765	112	5,349	651
60 Character or Behavior Disorder	4.8	0	1.0	0	0.7	1.0	0.4	0.9	0.7	0.9
61 Motivational Problems	0	0	1.0	0	0.1	0	0	0	0.1	0
64 Alcoholism	0	0	0.5	0	0.2	0.4	0.1	0	0.2	0.3
65 Discreditable Incidents	2.4	0	3.6	5.7	0.9	1.6	0.3	0.9	1.0	1.7
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	0	0	1.6	0	0.8	2.4	0.1	2.7	0.7	2.3
68 Financial Irresponsibility	0	0	0	0	*	0	0	0	*	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0.5	0	0	0	0	0	*	0
73 Court Martial	0	0	0	2.9	0.2	0.2	0	0	0.1	0.3
74 Fraudulent Entry	0	0	0	0	0.2	1.2	0	0.9	0.2	1.1
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	1.0	8.6	0.8	1.2	0.8	0	0.8	1.4
96 Conscientious Objector	0	0	0	0	0	0	0.1	0	*	0
98 Breach of Contract	0	0	0	0	0	0	0.1	0	*	0
99 Other	0	0	0	0	0	0	0	0	0	0
TOTAL ATTRITION[b]	19.1	0	13.9	25.7	6.9	12.7	5.5	9.8	7.1	12.8

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Table

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Accessions by Educational Level, Suitability Issue Status,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Marine Corps)

Investigation[a]/ Attrition Type	Educational Level/Suitability Issue Status									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI										
TOTAL N	86	9	37	3	1,782	93	152	11	2,057	116
60 Character or Behavior Disorder	0	0	0	0	0.1	2.2	0	0	0.1	1.7
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0	0	0	0	0	0	0	0	0	0
65 Discreditable Incidents	0	0	0	0	0.4	1.1	0	0	0.3	0.9
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	2.3	0	0	0	0.5	1.1	0	0	0.5	0.9
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	11.1	0	0	0	0	0	9.1	0	1.7
73 Court Martial	1.2	0	0	0	0.1	0	0	0	0.1	0
74 Fraudulent Entry	0	11.1	0	0	0	2.2	0	0	0	2.6
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0	0	0.1	1.1	0	0	0.1	0.9
96 Conscientious Objector	0	0	0	0	0	0	0	0	0	0
98 Breach of Contract	0	0	0	0	0.1	0	0	0	0.1	0
99 Other	0	0	0	0	0.2	0	0.7	0	0.2	0
TOTAL ATTRITION[b]	8.1	22.2	5.4	0	4.3	11.8	2.0	9.1	4.3	12.1
SBI										
TOTAL N	18	5	17	5	1,195	83	151	19	1,381	112
60 Character or Behavior Disorder	0	0	0	0	0.6	3.6	0.1	0	0.6	2.7
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	5.6	0	0	0	0.2	1.2	0	0	0.2	0.9
65 Discreditable Incidents	0	0	0	0	0.4	2.4	0.1	0	0.4	1.8
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	0	0	0	0	0.6	1.2	0	0	0.5	0.9
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0	0	0	0	0	0	0	0
73 Court Martial	0	0	0	0	0.3	0	0	0	0.3	0
74 Fraudulent Entry	0	0	0	0	0.1	0	0	0	0.1	0
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0	0	0.1	0	0	0	0.2	0
96 Conscientious Objector	0	0	0	0	0	0	0	0	0	0
98 Breach of Contract	0	0	0	0	0.1	0	0.1	0	0.1	0
99 Other	0	0	0	0	0.1	0	0	0	0.1	0
TOTAL ATTRITION[b]	27.8	0	0	0	8.0	14.5	7.3	5.3	8.1	11.6

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Orientated Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*) indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Educational Level, Suitability Issue Status,
IBI and SBI Personnel Security Investigation, and Attrition Type

(Air Force)

Investigation[a]/ Attrition Type	Educational Level/Suitability Issue Status									
	Non-High School Graduate		GED		High School Diploma Graduate		At Least Some College		Total	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI										
TOTAL N	35	3	101	8	5,558	304	1,597	86	7,291	401
60 Character or Behavior Disorder	0	0	1.0	0	0.5	0.3	0.1	1.2	0.4	0.5
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0	0	0	0	0.1	0.7	0	0	0.1	0.5
65 Discreditable Incidents	2.9	0	0	0	0.8	0.7	0.1	0	0.6	0.5
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	2.9	0	2.0	0	1.1	2.0	0.2	0	0.9	1.5
68 Financial Irresponsibility	2.9	0	1.0	0	*	0	0	0	0.1	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0	12.5	0.1	0.3	0.1	0	0.1	0.5
73 Court Martial	0	0	0	0	0.1	0	0	0	0.1	0
74 Fraudulent Entry	0	0	0	0	0.1	1.3	0.1	0	0.1	1.0
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0	0	0	0	0.1	0	0.1	0	0.1	0
96 Conscientious Objector	0	0	0	0	*	0	0	0	*	0
98 Breach of Contract	0	0	0	0	0	0	0.1	0	*	0
99 Other	0	0	1.0	0	0.3	0	0.8	0	0.4	0
TOTAL ATTRITION[b]	14.3	0	9.9	12.5	7.6	11.2	1.9	4.7	6.4	9.7
SBI										
TOTAL N	106	22	209	54	9,420	822	2,862	236	12,597	1,134
60 Character or Behavior Disorder	1.9	0	1.0	1.9	0.7	1.5	0.3	0.4	0.6	1.2
61 Motivational Problems	0	0	0.5	1.9	*	0.1	*	0	*	0.2
64 Alcoholism	0	0	0	1.9	0.1	0.2	0.1	0	0.1	0.3
65 Discreditable Incidents	1.9	4.6	2.9	3.7	0.6	0.5	0.1	0.4	0.5	0.7
66 Shirking	0	0	0	0	0	0	0	0	0	0
67 Drugs	1.9	4.6	2.9	5.6	1.4	4.0	0.6	3.4	1.2	4.0
68 Financial Irresponsibility	0	0	0	0	*	0.1	0	0	*	0.1
69 Lack of Dependent Support	0	0	0	0	*	0	0.1	0	*	0
71 Civil Court Conviction	0	0	0	0	0.1	0.4	0	0	0.1	0.3
73 Court Martial	0	0	0.5	1.9	0.1	0.4	0.1	0	0.1	0.4
74 Fraudulent Entry	0	9.1	1.4	7.4	0.2	2.4	0.1	3.4	0.2	3.0
75 AWOL, Desertion	0	0	0	0	*	0	0	0	*	0
76 Homosexuality	0	0	1.0	0	0.3	0.4	0.2	1.3	0.3	0.5
96 Conscientious Objector	0	0	0	0	*	0	*	0	*	0
98 Breach of Contract	0	0	0	0	0.1	0.1	0.1	0	0.1	0.1
99 Other	0	4.6	0	0	0.5	0.5	0.9	0.4	0.5	0.5
TOTAL ATTRITION[b]	21.7	36.4	25.4	50.0	12.9	22.1	7.2	17.4	11.9	22.8

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Orientated Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions by Age at Enlistment, Suitability Issue Status,
IBI and SBI Personnel Security Investigaiton, and Attrition Type
(Army)

Investigation[a]/ Attrition Type	Age/Suitability Issue Status													
	17		18		19		20		21-25		26-36		Total	
	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue	Non-Issue	Issue
IBI														
TOTAL N	291	21	1,460	95	785	75	486	56	1,179	185	311	72	4,512	504
60 Character or Behavior Disorder	0	0	0.1	0	0.1	0	0	0	0	0	0.3	0	0.1	0
61 Motivational Problems	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64 Alcoholism	0.3	0	0.1	0	0	1.3	0	1.8	0	0	0	0	*	0.4
65 Discreditable Incidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	0.7	0	0.5	0	0.4	2.7	0.2	0	0.4	1.6	0.3	0	0.4	1.0
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0.1	0	0.1	0	0	0	0	0	0	0	*	0
73 Court Martial	0.3	0	0.1	0	0	0	0.2	0	0.1	0	0	0	0.1	0
74 Fraudulent Entry	0	0	0	1.1	0.1	0	0	1.8	0.3	0.5	0.3	1.4	0.1	0.8
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.3	0	0.1	0	0.4	0	0	0	0.1	0	0	0	0.1	0
96 Conscientious Objector	0	0	0	0	0	0	0.2	0	0	0	0	0	*	0
98 Breach of Contract	0	0	0.1	0	0	0	0	0	0.2	0	0	0	0.1	0
99 Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ATTRITION[b]	10.3	23.8	7.5	8.4	7.4	9.3	6.4	16.1	7.5	6.5	7.7	8.3	7.5	9.3
SBI														
TOTAL N	846	65	3,487	286	1,801	236	1,171	176	2,711	510	726	203	10,742	1,476
60 Character or Behavior Disorder	0.5	1.5	0.2	0.7	0.3	0	0.3	0.6	0.2	0.2	0.4	1.0	0.3	0.5
61 Motivational Problems	0	0	*	0	0	0	0	0	0	0.2	0	0	*	0.1
64 Alcoholism	0.7	0	0.2	0.4	0.2	0.9	0.1	1.7	0.2	0	0.3	0.5	0.2	0.5
65 Discreditable Incidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0
66 Shirking	0	0	0	0	0	0	0	0	*	0	0	0	*	0
67 Drugs	0.8	0	0.3	2.1	0.4	3.8	0.4	0	0.2	0.2	0	1.0	0.3	1.2
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	0.1	0	0	0	0.1	0.6	0	0	0	0	*	0.1
73 Court Martial	0	0	*	0.4	0.1	0	0	0	0.1	0.2	0	0	*	0.1
74 Fraudulent Entry	0	0	*	0.4	0	0	0	0	0.2	1.0	0	1.0	0.1	0.5
75 AWOL, Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.4	0	0.5	1.4	0.6	0.4	0.4	0	0.2	0.4	0.3	0	0.4	0.5
96 Conscientious Objector	0	0	0	0	0	0	0.1	0	0	0	0.3	0	*	0
98 Breach of Contract	0.4	0	0.1	0	0.1	0	0.1	0.6	0.2	0.4	0.1	0	0.1	0.2
99 Other	0	0	0	0	0	0	0	0	*	0	0	0	*	0
TOTAL ATTRITION[b]	15.5	21.5	14.2	22.7	15.3	22.0	14.1	17.1	12.7	17.8	17.2	22.7	14.3	20.2

Source: Defense Manpower Data Center.

[a] IBI refers to the Interview Oriented Background Investigation required for a Top Secret Clearance. SBI refers to the Special Background Investigation required for Sensitive Compartmented Information access.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-29, Continued:

Occupational Group		Educational Level/Clearance[a] Non-High School Graduate SCI	Non-High School Graduate TS	GED SCI	GED TS	High School Graduate SCI	High School Graduate TS	Some College SCI	Some College TS	Total SCI	Total TS
Medical & Dental Specialists		1.5	1.2	1.5	1.0	0.4	0.5	0.6	1.0	0.4	0.7
30	Medical Care	1.0	1.2	1.5	1.0	0.3	0.4	0.3	0.7	0.3	0.5
31	Technical Medical Services	0.5	0	0	0	*	0.1	0.2	0.2	0.1	0.1
32	Related Medical Services	0	0	0	0	*	*	0.1	0.1	0.1	*
33	Dental Care	0	0	0	0	*	0	*	0	0.0	0
Other Technical & Allied Fields		1.0	8.3	0.5	8.0	0.9	5.2	1.1	5.5	1.0	5.4
40	Photography	0	0.4	0	0	0.1	0.2	0.1	0.4	0.1	0.2
41	Mapping, Surveying, Drafting, and Illustrating	0	0.4	0	0	0.6	0.4	0.7	0.8	0.6	0.5
42	Weather	0	0	0	0	0	0	0	0.1	0	*
43	Ordnance Disposal and Diving	0	6.0	0	8.0	*	3.9	0	2.2	*	3.7
45	Musicians	0	0	0	0	*	0.3	0.1	1.5	*	0.5
49	Technical Specialists, NEC	1.0	1.6	0.5	0	0.1	0.4	0.2	0.6	0.2	0.4
Functional Support & Administration		9.4	1.6	6.8	3.5	7.6	10.0	6.5	14.0	7.3	10.4
50	Personnel	1.5	0	0	0	0.7	0.7	0.5	1.2	0.6	0.8
51	Administration	2.0	0.8	2.4	2.0	4.1	6.0	3.5	8.2	3.9	6.2
53	Data Processing	0.5	0	1.0	0	1.1	1.6	0.8	1.9	1.0	1.5
54	Accounting, Finance, and Disbursing	0	0	0.5	0	0.1	0.1	0.2	0.6	0.1	0.2
55	Other Functional Support	4.4	0.8	2.9	1.5	1.4	1.4	1.0	1.5	1.3	1.4
56	Religious, Morale, and Welfare	0.5	0	0	0	0.1	0.1	0.2	0.1	0.1	0.1
57	Information and Education	0.5	0	0	0	0.1	0.1	0.3	0.5	0.2	0.2
Electrical/Mechanical Equipment Repairers		10.3	15.5	9.2	14.6	3.1	12.0	1.6	7.7	2.9	11.3
60	Aircraft and Aircraft Related	0	0	0	0	0.3	0.4	0.1	0.1	0.2	0.4
61	Automotive	4.9	1.2	1.5	1.0	0.5	0.9	0.1	0.3	0.4	0.8
62	Wire Communications	3.9	7.9	6.3	3.5	1.9	4.3	1.3	3.0	1.8	4.1
63	Missile Mechanical and Electrical	0	0	0	0	*	*	0	0	*	*
64	Armament and Munitions	0	4.8	0	9.6	0.1	5.9	0.1	4.0	0.1	5.6

Table A-29, Continued:

Occupational Group		Educational Level/Clearance[a]									
		Non-High School Graduate		GED		High School Graduate		Some College		Total	
		SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
65	Shipboard Propulsion	0	0	0	0	0	0	0	0.1	0	*
66	Power Generating Equipment	1.5	1.6	1.5	0.5	0.3	0.5	0.2	0.1	0.3	0.5
67	Precision Equipment	0	0	0	0	*	*	0	0	*	*
69	Other Mechanical and Electrical Equipment	0	0	0	0	*	*	0	0.1	*	*
Craftsmen		13.8	9.9	9.7	7.0	5.1	5.6	4.1	5.0	5.0	5.6
70	Metalworking	0	0	0	0	*	*	0	0	*	*
71	Construction	0	0	0	0	*	0.2	0	0.1	*	0.2
72	Utilities	0	0	0	0	0.1	*	*	0	0.1	*
74	Lithography	0.5	0.4	0	0	*	0.2	*	0.1	0.1	0.2
76	Fabric, Leather, and Rubber	0	0	0	0	0	0	0	0	0	0
80	Food Service	2.0	1.6	0.5	0.5	0.4	0.4	0.2	0.4	0.4	0.4
81	Motor Transport	0.5	1.2	0	0	0.2	0.5	0.2	0.8	0.2	0.5
82	Material Receipt, Storage and Issue	0	0	0.5	0.5	0.1	0.2	*	0.2	0.1	0.2
83	Law Enforcement	10.8	6.8	7.8	6.0	4.1	4.0	3.6	3.4	4.1	4.1
84	Personal Service	0	0	0	0	*	0	0	0	*	0
86	Forward Area Equipment and Support	0	0	1.0	0	*	0.1	0	0	*	*
Non-Occupational		2.0	4.4	5.3	4.5	7.1	3.3	11.7	16.2	8.2	5.9
91	Officer Candidates and Student	0	0	0	0	*	*	2.4	13.3	0.6	2.6
92	Undesignated Occupations	0	0	0	0	0	0	0	0	0	0
95	Not Occupationally Qualified	2.0	4.4	5.3	4.5	7.1	3.2	9.3	2.9	7.6	3.2

Source: Defense Manpower Data Center

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Clearances.

[b] Some occupational areas are not presented in cases where there were no SCI or TS accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-30

Percentage of FY 1982 Through FY 1986 Non-Prior Service Accessions
Holding SCI and Top Secret Clearances by Educational Level and DoD Occupational Group
(Air Force)

Occupational Group[b]	Educational Level/Clearance[a]									
	Non-High Graduates		GED		High School Graduates		Some College		Total	
	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
TOTAL N	89	71	163	253	13,693	15,320	4,252	5,152	18,197	20,796
00 Unknown	0	0	0	0	0	0.1	3.1	13.1	0.7	3.3
Infantry, Gun Crews, & Seamanship Specialists	4.5	8.5	0	5.5	2.8	5.1	1.2	2.1	2.4	4.4
01 Infantry	0	0	0	0	*	*	0.1	*	*	*
02 Armor and Amphibious	0	0	0	0	0	0	0	0	0	0
03 Combat Engineering	0	0	0	0	0	0	0	0	0	0
04 Artillery/Gunnery	0	0	0	0	0	0	0	0	0	0
05 Air Crew	2.3	4.2	0	2.4	0.4	1.5	0.3	0.9	0.4	1.4
06 Seamanship	0	0	0	0	0	0	0	0	0	0
07 Installation Security	2.3	4.2	0	3.2	2.3	3.6	0.9	1.2	2.0	3.0
Electronics Equipment Repairers	33.7	33.8	21.5	24.5	16.6	18.9	14.2	11.7	16.2	17.3
10 Radio/Radar	9.0	9.9	5.5	2.4	4.0	3.3	3.3	2.4	3.9	3.1
11 Fire Control Electronic Systems	0	2.8	0	0	0.1	0.1	0.1	0.1	0.1	0.1
12 Missile Guidance	1.1	11.3	0	4.4	0.1	5.9	0.1	3.6	0.1	5.4
14 Nuclear Weapons Equipment	0	1.4	0	7.9	*	3.8	*	1.3	*	3.2
15 ADP Computers	6.7	2.8	3.1	5.5	1.5	3.2	1.6	2.6	1.6	3.1
16 Teletype and Cryptographic Equipment	16.9	0	11.0	2.4	10.1	0.8	8.2	0.5	9.6	0.7
19 Other Electronic Equipment	0	5.6	1.8	2.0	0.8	1.9	0.8	1.2	0.8	1.8
Communications & Intelligence Specialists	22.5	4.2	21.5	9.1	32.1	10.7	30.7	7.4	31.6	9.7
20 Radio and Radio Code	3.4	0	1.2	4.7	2.7	5.8	2.0	3.4	2.5	5.1
22 Radio and Air Traffic Control	0	1.4	0.6	0	0.3	0.4	0.2	0.3	0.2	0.4
23 Signal Intelligence/ Electronic Warfare	9.0	1.4	12.3	1.6	23.1	1.0	22.2	0.9	22.7	0.9
24 Intelligence	4.5	0	5.5	0.8	5.0	0.5	5.7	0.8	5.2	0.6
25 Combat Operations Control	1.1	1.4	0	1.6	0.2	2.9	0.3	1.9	0.3	2.6
26 Communications Center Operations	4.5	0	1.8	0.4	0.8	0.1	0.3	0.1	0.7	0.1

Table A-30, Continued:

Occupational Group		Educational Level/Clearance[a]									
		Non-High Graduates		GED		High School Graduates		Some College		Total	
		SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
Medical & Dental Specialists		**2.3**	**1.4**	**1.8**	**0.4**	**0.9**	**0.3**	**1.1**	**0.3**	**0.9**	**0.3**
30	Medical Care	2.3	1.4	1.8	0.4	0.5	0.2	0.6	0.1	0.5	0.2
31	Technical Medical Services	0	0	0	0	0.2	0.1	0.2	0.1	0.2	0.1
32	Related Medical Services	0	0	0	0	0.1	0.1	0.1	0.0	0.1	*
33	Dental Care	0	0	0	0	0.1	*	0.2	0.0	0.1	*
Other Technical & Allied Fields		**2.2**	**4.2**	**4.3**	**7.5**	**3.3**	**5.5**	**2.5**	**4.0**	**3.1**	**5.1**
40	Photography	1.1	2.8	4.3	3.6	2.5	1.3	1.7	0.9	2.3	1.2
41	Mapping, Surveying, Drafting, and Illustrating	1.1	0	0	0	0.3	0.6	0.4	0.5	0.3	0.6
42	Weather	0	0	0	0.8	0.2	0.4	0.3	0.4	0.2	0.4
43	Ordnance Disposal and Diving	0	1.4	0	2.4	0.1	2.6	*	1.1	0.1	2.2
45	Musicians	0	0	0	0	*	*	*	0.7	*	0.2
49	Technical Specialists, NEC	0	0	0	0.8	0.3	0.6	0.2	0.5	0.2	0.5
Functional Support & Administration		**22.5**	**12.7**	**36.8**	**13.4**	**28.6**	**18.3**	**21.0**	**16.7**	**26.9**	**17.8**
50	Personnel	0	0	0.6	0	0.3	0.5	0.3	0.7	0.3	0.6
51	Administration	2.3	4.2	2.5	4.4	5.8	5.6	4.3	3.5	5.4	5.1
53	Data Processing	18.0	8.5	30.1	6.7	19.6	10.8	14.2	10.9	18.4	10.8
54	Accounting, Finance, and Disbursing	0	0	0	0	0.2	0.1	0.1	0.2	0.2	0.1
55	Other Functional Support	2.3	0	3.1	2.4	2.4	1.1	1.7	1.1	2.2	1.1
56	Religious, Morale, and Welfare	0	0	0	0	0.2	0.1	0.2	*	0.2	0.1
57	Information and Education	0	0	0.6	0	0.1	0.1	0.2	0.2	0.2	0.1
Electrical/Mechanical Equipment Repairers		**1.1**	**16.9**	**0.6**	**29.2**	**2.0**	**32.2**	**1.2**	**8.0**	**1.8**	**26.1**
60	Aircraft and Aircraft Related	0	2.8	0.6	1.2	1.0	1.5	0.7	0.5	0.9	1.2
61	Automotive	0	2.8	0	1.2	0.1	0.4	0.1	0.1	0.1	0.3
62	Wire Communications	1.1	0	0	0.8	0.5	0.9	0.2	0.5	0.4	0.8
63	Missile Mechanical and Electrical	0	1.4	0	5.9	0.1	4.9	0.1	1.7	0.1	4.1
[illegible]		[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Table A-30, Continued:

Occupational Group		Educational Level/Clearance[a]									
		Non-High Graduates		GED		High School Graduates		Some College		Total	
		SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
65	Shipboard Propulsion	0	0	0	0	*	0	0	0	*	0
66	Power Generating Equipment	0	0	0	0	0.1	0.1	0.1	0.1	0.1	0.1
67	Precision Equipment	0	0	0	0	0	0	0	0	0	0
69	Other Mechanical and Electrical Equipment	0	0	0	0	0	0	0	0	0	0
Craftsmen		2.2	7.0	4.9	4.7	4.4	3.2	3.1	1.5	4.1	2.8
70	Metalworking	0	0	0	0.4	*	0.1	0.1	0	*	0.1
71	Construction	0	0	0	0	0.4	0.1	0.1	*	0.3	0.1
72	Utilities	1.1	0	0	0.8	0.5	0.2	0.3	0.2	0.4	0.2
74	Lithography	0	0	0	0.8	0.2	0.3	0.2	0.1	0.2	0.3
76	Fabric, Leather, and Rubber	0	0	0.6	0	*	*	0.1	0	*	0.0
80	Food Service	1.1	1.4	0.6	0.4	0.4	0.2	0.1	0	0.3	0.2
81	Motor Transport	0	1.4	0.6	0	0.8	0.3	0.5	0.1	0.7	0.2
82	Material Receipt, Storage and Issue	0	2.8	1.8	1.2	1.6	1.1	1.4	0.5	1.5	0.9
83	Law Enforcement	0	1.4	1.2	1.2	0.5	0.8	0.4	0.6	0.5	0.8
84	Personal Service	0	0	0	0	0	0	0	0	0	0
86	Forward Area Equipment and Support	0	0	0	0	0.1	*	0	0.1	0.1	*
Non-Occupational		9.0	11.3	8.6	5.5	9.4	5.8	21.8	35.2	12.3	13.1
91	Officer Candidates and Student	1.1	0	0	0	*	0.1	13.4	31.3	3.2	7.8
92	Undesignated Occupations	1.1	1.4	1.2	0.8	0.6	0.7	0.4	0.1	0.6	0.6
95	Not Occupationally Qualified	6.7	9.9	7.4	4.7	8.7	5.1	8.0	3.8	8.5	4.8

Source: Defense Manpower Data Center

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Clearances.

[b] Some occupational areas are not presented in cases where there were no SCI or TS accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-31

Percentage of FY 1982 Through FY 1986 Non-Prior Service Accessions Holding SCI and Top Secret Clearances by Age at Enlistment and DoD Occupational Group (Army)

Occupational Group[b]	Age/Clearance[a] 17 SCI	17 TS	18 SCI	18 TS	19 SCI	19 TS	20 SCI	20 TS	21-25 SCI	21-25 TS	26-35 SCI	26-35 TS	Total SCI	Total TS
TOTAL N	1,281	559	5,975	2,528	3,104	1,374	2,083	916	4,911	2,036	1,219	564	18,573	7,977
00 Unknown	0.3	0.2	0.1	0.2	0.1	0.2	0.1	0	0.1	0.2	0.1	0	0.1	0.2
Infantry, Gun Crews, & Seamanship Specialists	**1.6**	**26.1**	**0.7**	**23.5**	**0.9**	**25.2**	**0.9**	**26.1**	**1.3**	**22.4**	**1.2**	**20.7**	**1.0**	**23.8**
01 Infantry	0.8	8.4	0.3	8.4	0.4	6.9	0.4	5.8	0.7	5.0	0.7	4.3	0.5	6.7
02 Armor and Amphibious	0.1	0.2	0.1	0.2	0	0.1	*	0.3	0.1	0.2	0	0	0	0.2
03 Combat Engineering	0	7.0	0.1	5.9	0.2	7.4	0.1	7.3	0.1	5.2	0.1	2.7	0.1	6.0
04 Artillery/Gunnery	0.7	10.4	0.2	9.1	0.4	10.8	0.4	12.7	0.3	12.0	0.4	13.8	0.3	11.0
05 Air Crew	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Seamanship	0	0.2	*	0	0	0	0	0	*	0	0	0	*	*
07 Installation Security	0	0	0	0	0	0	0	0	0	0.1	0	0	0	*
Electronics Equipment Repairers	**11.1**	**10.2**	**11.9**	**9.7**	**10.7**	**8.6**	**11.5**	**8.5**	**10.5**	**8.7**	**11.2**	**6.5**	**11.2**	**8.9**
10 Radio/Radar	9.5	5.4	10.1	4.8	9.0	4.3	9.2	3.6	8.7	4.9	9.3	4.1	9.4	4.6
11 Fire Control Electronic Syste	0	0	*	0	*	0	0	0	*	0	0	0	*	0
12 Missile Guidance	0.1	1.4	0.1	2.1	*	1.8	0.1	2.1	0.1	1.3	0	0.7	0.1	1.7
14 Nuclear Weapons Equipment	0	0.4	0	0	0	0	0	0	0	0	0	0	0	*
15 ADP Computers	0	0.2	0.1	0	0.2	0.2	0.1	0	0.1	*	0.2	0	0.1	*
16 Teletype and Cryptographic Equipment	1.5	2.9	1.5	2.6	1.4	2.4	2.0	2.8	1.6	2.3	1.5	1.6	1.6	2.5
19 Other Electronic Equipment	0	0	0.2	*	0.1	0	0.1	0	*	0.1	0.3	0.2	0.1	*
Communications & Intelligence Specialists	**66.4**	**27.0**	**61.9**	**28.9**	**63.9**	**29.5**	**63.1**	**28.3**	**63.4**	**26.0**	**58.9**	**26.2**	**62.9**	**27.9**
20 Radio and Radio Code	5.7	13.6	5.1	14.3	5.6	14.4	6.0	12.2	4.0	10.5	3.1	9.0	4.9	12.7
22 Radio and Air Traffic Control	0.1	0	0.1	*	0.2	0	0	0.2	0.1	0.1	0.1	0	0.1	0.1
23 Signal Intelligence/ Electronic Warfare	35.3	0	29.8	0.2	31.7	0.4	33.6	0.4	38.6	0.5	38.2	0.4	33.8	0.3
24 Intelligence	6.6	5.6	5.5	5.9	6.3	5.5	5.0	6.6	8.4	6.2	8.7	7.3	6.7	6.0
25 Combat Operations Control	0.2	2.2	0.2	2.3	0.2	2.4	0.1	3.4	0.1	2.8	0.3	3.2	0.2	2.6
26 Communications Center	18.4	5.7	21.3	6.3	19.9	6.7	18.5	5.5	12.1	6.0	8.5	6.4	17.3	6.1

Table A-31, Continued:

Occupational Group	Age/Clearance[a] 17 SCI	17 TS	18 SCI	18 TS	19 SCI	19 TS	20 SCI	20 TS	21-25 SCI	21-25 TS	26-35 SCI	26-35 TS	Total SCI	Total TS
Medical & Dental Specialists	0.5	0.4	0.5	0.6	0.4	0.7	0.5	0.2	0.5	0.8	0.9	1.1	0.4	0.7
30 Medical Care	0.5	0.4	0.2	0.6	0.4	0.5	0.4	0.1	0.4	0.6	0.4	0.9	0.3	0.5
31 Technical Medical Services	0	0	*	0.1	*	0	0.1	0.1	*	0.2	0.4	0.2	0.1	0.1
32 Related Medical Services	0	0	0.1	0	0	0.2	0	0	0.1	0.1	0.1	0	0.1	*
33 Dental Care	0	0	0	0	0	0	0	0	*	0	0.2	0	*	0
Other Technical & Allied Fields	1.2	7.0	1.0	4.9	0.8	4.6	0.7	5.3	1.0	6.3	1.5	5.1	1.0	5.4
40 Photography	0.2	0.4	0.1	0.1	0.1	0.4	0.1	0	0.2	0.4	0.3	0.2	0.1	0.2
41 Mapping, Surveying, Drafting, and Illustrating	0.9	0.4	0.8	0.5	0.5	0.2	0.3	0.7	0.6	0.7	0.7	0.4	0.6	0.5
42 Weather	0	0	0	0	0	0	0	0	0	0.1	0	0	0	*
43 Ordnance Disposal and Diving	0.1	5.4	*	3.6	0.1	3.6	0.1	3.9	0	3.8	0	2.0	*	3.7
45 Musicians	0	0.2	*	0.4	0	0	0	0.2	*	0.9	0	1.8	*	0.5
49 Technical Specialists, NEC	0.1	0.7	0.1	0.3	0.1	0.4	0.2	0.6	0.2	0.4	0.3	0.9	0.2	0.4
Functional Support & Administration	6.3	8.4	7.9	10.3	7.2	9.5	7.5	10.8	6.9	10.5	7.1	13.7	7.3	10.4
50 Personnel	0.6	0.5	0.7	0.8	0.6	0.4	0.7	0.9	0.5	0.8	0.7	1.6	0.6	0.8
51 Administration	3.0	4.3	4.2	6.3	4.0	5.7	4.0	7.0	4.0	5.9	3.3	8.2	3.9	6.2
53 Data Processing	1.1	2.3	1.3	2.1	1.0	1.0	1.0	1.0	0.8	1.2	0.9	2.0	1.0	1.5
54 Accounting, Finance, and Disbursing	0.2	0	0.1	0.1	0.1	0.2	0.2	0.1	0.1	0.5	0.1	0	0.1	0.2
55 Other Functional Support	1.3	1.1	1.4	1.0	1.3	2.1	1.5	1.8	1.2	1.5	1.5	1.6	1.3	1.4
56 Religious, Morale, and Welfare	0.1	0	0.1	0.1	0.1	0	0.1	0	0.1	0.1	0.3	0.4	0.1	0.1
57 Information and Education	0.1	0.2	0.2	*	0.1	0.2	0.1	0.1	0.1	0.5	0.4	0	0.2	0.2
Electrical/Mechnical Equipment Repairers	3.7	12.2	2.9	12.1	3.0	11.9	3.8	11.9	2.5	10.4	2.1	8.2	2.9	11.3
60 Aircraft and Aircraft Related	0.2	0	0.3	0.3	0.3	0.4	0.3	0.3	0.1	0.6	0.2	0.2	0.2	0.4
61 Automotive	0.8	0.5	0.5	0.8	0.6	1.2	0.4	1.0	0.2	0.5	0.1	0.4	0.4	0.8
62 Wire Communications	2.3	3.0	1.8	3.9	1.5	4.7	2.6	4.5	1.7	4.1	1.6	4.3	1.8	4.1
63 Missile Mechanical and Electrical	0	0	*	*	0	0	0	0	0	0	0	0	*	*
64 Armament and Munitions	0.1	7.9	0.1	6.7	*	5.0	0.2	5.9	0.1	4.6	0.2	2.8	0.1	5.6

Table A-31, Continued:

Occupational Group	Age/Clearance[a] 17 SCI	17 TS	18 SCI	18 TS	19 SCI	19 TS	20 SCI	20 TS	21-25 SCI	21-25 TS	26-35 SCI	26-35 TS	Total SCI	Total TS
65 Shipboard Propulsion	0	0	0	0	0	0	0	0	0	0	0	0	0	*
66 Power Generating Equipment	0.3	0.7	0.2	0.5	0.5	0.6	0.3	0.2	0.4	0.5	0.2	0.2	0.3	0.5
67 Precision Equipment	0	0	0	0	*	0	0	0	0	0.1	0	0	*	*
69 Other Mechanical and Electrical Equipment	0	0	0	0	*	0.1	0	0	0	0	0	0.2	*	*
Craftsmen	**0.9**	**2.1**	**6.1**	**6.0**	**5.7**	**7.2**	**5.2**	**5.9**	**4.3**	**5.3**	**4.3**	**4.6**	**5.0**	**5.6**
70 Metalworking	0	0.2	0	0	*	0	0	0.1	0	0	0	0	*	*
71 Construction	0.1	0.5	*	0.2	0	0.1	0	0.1	0	0.1	0	0.2	*	0.2
72 Utilities	0	0	0.1	0.1	0.1	0	0.1	0	0.1	0	0	0	0.1	*
74 Lithography	0	0	0.1	0.2	*	0.2	0.1	0.1	0	0.3	0.3	0.2	*	0.2
76 Fabric, Leather, and Rubber	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80 Food Service	0.3	0.5	0.5	0.2	0.6	0.7	0.3	0.8	0.3	0.4	0.3	0.4	0.4	0.4
81 Motor Transport	0.1	0	0.2	0.4	0.3	1.0	0.4	0.7	0.2	0.5	0.2	0.5	0.2	0.5
82 Material Receipt, Storage and Issue	0	0.5	0.1	0.2	0.3	0.1	0.1	0	0.1	0.3	0	0.2	0.1	0.2
83 Law Enforcement	0.2	0.4	5.2	4.7	4.4	5.2	4.1	4.2	3.6	3.7	3.6	3.0	4.1	4.0
84 Personal Service	0.1	0	0	0	0	0	0	0	0	0	0	0	*	0
86 Forward Area Equipment and Support	0.2	0	0	*	0	0.1	0.1	0	0	0	0	0.2	*	*
Non-Occupational	**8.1**	**6.4**	**7.2**	**3.8**	**7.3**	**2.8**	**6.7**	**2.9**	**9.5**	**9.5**	**12.8**	**13.8**	**8.2**	**5.9**
91 Officer Candidates and Students	0	0	*	*	0	0	0.1	0.1	1.6	7.2	2.8	11.0	0.6	2.6
92 Undesignated Occupations	0	0	0	0	0	0	0	0	0	0	0	0	0	0
95 Not Occupationally Qualified	8.1	6.4	7.2	3.7	7.3	2.8	6.6	2.8	7.9	2.3	10.0	2.8	7.6	3.2

Source: Defense Manpower Data Center.

[a] SCI referes to sercurity access at the Sensitive Compartmented Information level. TS refers to Top Secret Security Clearances.

[b] Some occupational areas are not presented in cases where there were no SCI or TS accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentage may not sum due to rounding.

Table A-32

Percentage of FY 1982 Through FY 1986 Non-Prior Service Accessions Holding SCI and TS Clearances by Age at Enlistment and DoD Occupational Group
(Air Force)

Occupational Group[b]	Age/Clearance[a] 17 SCI	17 TS	18 SCI	18 TS	19 SCI	19 TS	20 SCI	20 TS	21-25 SCI	21-25 TS	26-35 SCI	26-35 TS	Total SCI	Total TS
TOTAL N	719	707	5,078	5,792	3,816	4,142	2,683	2,751	5,317	6,536	584	868	18,197	20,796
00 Unknown	0	0	0	0	0	0	*	*	2.0	8.5	4.3	14.5	0.7	3.3
Infantry, Gun Crews, & Seamanship Specialists	3.2	4.5	3.0	5.7	2.4	5.5	2.8	4.7	1.7	2.9	0.9	1.6	2.4	4.4
01 Infantry	0.1	0	0	0	0.1	0.1	0	*	0.1	0.1	0	0	*	*
02 Armor and Amphibious	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Combat Engineering	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Artillery/Gunnery	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Air Crew	1.0	1.4	0.6	1.6	0.3	1.7	0.4	1.5	0.3	1.1	0	1.0	0.4	1.4
06 Seamanship	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07 Installation Security	2.1	3.1	2.4	4.1	2.1	3.6	2.4	3.1	1.3	1.8	0.9	0.6	2.0	3.0
Electronics Equipment Repairers	12.8	19.4	16.8	17.9	16.6	19.7	17.7	19.4	15.2	15.1	14.4	8.6	16.2	17.3
10 Radio/Radar	3.3	2.0	3.9	2.9	3.9	3.6	5.0	3.6	3.4	3.0	3.4	1.6	3.9	3.1
11 Fire Control Electronic Systems	0.1	0	*	0.1	0.1	*	0.2	0.1	0.1	0.1	0.2	0.1	0.1	0.1
12 Missile Guidance	0	7.8	0.1	6.1	0.1	5.9	0.1	5.8	0.1	4.4	0	2.1	0.1	5.4
14 Nuclear Weapons Equipment	0	3.5	*	4.0	*	4.2	0	3.5	*	2.1	0	0.7	*	3.2
15 ADP Computers	0.8	3.0	1.6	2.7	2.0	3.0	1.3	3.9	1.6	3.1	1.5	2.5	1.6	3.1
16 Teletype and Cryptographic Equipment	7.9	0.4	10.2	0.5	9.8	0.9	10.3	1.0	9.2	0.8	8.1	0.4	9.7	0.7
19 Other Electronic Equipment	0.6	2.7	1.0	1.7	0.7	2.0	0.9	1.7	0.8	1.6	1.2	1.3	0.8	1.8
Communiciations & Intelligence Specialists	32.7	11.6	32.3	11.1	31.2	10.2	32.5	11.2	31.2	8.1	25.3	5.8	31.6	9.8
20 Radio and Radio Code	2.2	6.1	2.6	6.1	2.5	5.4	2.5	6.3	2.5	3.8	2.9	2.8	2.5	5.1
22 Radio and Air Traffic Control	0	0.1	0.3	0.4	0.3	0.4	0	0.4	0.3	0.4	0	0.6	0.2	0.4
23 Signal Intelligence/ Electronic Warfare	25.2	1.0	23.1	1.1	22.5	0.9	23.2	0.9	22.5	0.9	17.0	0.6	22.7	0.9
24 Intelligence	4.6	0.6	5.1	0.3	4.7	0.7	6.0	0.6	5.1	0.8	5.0	0.5	5.1	0.6
25 Combat Operations Control	0.4	3.8	0.3	3.1	0.2	2.8	0.1	2.7	0.4	2.1	0	1.3	0.2	2.6

Table A-32, Continued:

Occupational Group	Age/Clearance[a] 17 SCI	17 TS	18 SCI	18 TS	19 SCI	19 TS	20 SCI	20 TS	21-25 SCI	21-25 TS	26-35 SCI	26-35 TS	Total SCI	Total TS
26 Communications Center Operations	0.3	0	0.9	0.1	1.1	0.1	0.5	0.2	0.4	0.1	0.5	0.1	0.7	0.1
Medical & Dental Specialists	**0.6**	**0.1**	**0.9**	**0.3**	**1.1**	**0.3**	**1.0**	**0.5**	**0.8**	**0.3**	**0.9**	**0.2**	**0.9**	**0.3**
30 Medical Care	0.4	0.1	0.5	0.1	0.7	0.2	0.6	0.3	0.4	0.2	0.5	0.2	0.5	0.2
31 Technical Medical Services	0.1	0	0.1	*	0.3	0	0.3	0.2	0.2	0.1	0.2	0	0.2	0.1
32 Related Medical Services	0	0	0.1	0.1	0.1	0.1	0	0.1	0.1	0	0	0	0.1	*
33 Dental Care	0	0	0.1	*	0.1	*	0.1	*	0.2	*	0.2	0	0.1	*
Other Technical & Allied Fields	**2.4**	**5.5**	**2.9**	**4.8**	**3.7**	**4.9**	**3.1**	**6.0**	**2.8**	**5.1**	**4.6**	**5.4**	**3.1**	**5.1**
40 Photography	1.5	1.3	2.3	1.1	2.9	1.3	2.1	1.5	2.1	1.2	3.3	1.0	2.3	1.2
41 Mapping, Surveying, Drafting and Illustrating	0.1	0.6	0.3	0.6	0.4	0.4	0.3	0.7	0.2	0.6	0.5	0.1	0.3	0.5
42 Weather	0.4	0.9	0.1	0.4	0.3	0.4	0.2	0.5	0.2	0.4	0.3	0.4	0.2	0.4
43 Ordnance Disposal and Diving	0	2.4	0.1	2.3	*	2.4	0.1	2.5	*	1.9	0	1.6	0.1	2.2
45 Musicians	0	0	0	0	0	0	0	0.1	*	0.4	0	1.7	*	0.2
49 Technical Specialists, NEC	0.3	0.4	0.2	0.5	0.2	0.5	0.5	0.8	0.2	0.5	0.5	0.6	0.2	0.5
Functional Support & Adminstration	**28.9**	**17.3**	**28.5**	**17.3**	**29.1**	**18.1**	**26.4**	**19.7**	**24.2**	**17.9**	**21.7**	**14.3**	**26.9**	**17.8**
50 Personnel	0.1	0.6	0.4	0.4	0.3	0.6	0.2	0.6	0.2	0.6	0.9	0.6	0.3	0.5
51 Administration	5.4	5.5	6.1	5.3	5.2	6.1	5.6	4.9	4.8	4.5	4.8	3.3	5.4	5.1
53 Data Processing	20.9	9.5	19.1	10.2	20.9	9.9	18.3	12.7	16.5	11.4	11.8	8.5	18.4	10.8
54 Accounting, Finance, and Disbursing	0	0.1	0.2	*	0.2	0.1	0.1	0.1	0.2	0.2	0.2	0.5	0.2	0.1
55 Other Functional Support	2.4	1.6	2.3	1.1	2.3	1.3	2.2	1.3	2.0	1.0	2.9	0.9	2.2	1.1
56 Religious, Morale, and Welfare	0.1	0	0.2	0.1	0.2	0.1	0.1	0.1	0.2	0.1	0.7	0.2	0.2	0.1
57 Information and Education	0	0	0.1	0.1	0.1	0.1	*	*	0.2	0.2	0.5	0.2	0.1	0.1
Electrical/Mechanical Equipment Repairers	**2.2**	**33.2**	**2.1**	**35.0**	**2.1**	**32.2**	**1.9**	**28.3**	**1.5**	**14.9**	**0.9**	**8.9**	**1.8**	**26.1**
60 Aircraft and Aircraft Related	1.3	1.0	1.1	1.2	0.9	1.8	0.9	1.7	0.8	0.8	0.7	0.6	0.9	1.2
61 Automotive	0.3	0.1	0.1	0.3	0.1	0.4	0.1	0.3	0.1	0.3	0	0.2	0.1	0.3
62 Wire Communications	0.4	0.4	0.3	0.9	0.6	0.9	0.6	0.9	0.4	0.6	0	0.1	0.4	0.8
63 Missile Mechanical and	0	6.1	0.1	5.4	*	5.2	0.1	4.4	*	2.3	0.2	1.6	0.1	4.1

Table A-32, Continued:

Occupational Group	Age/Clearance[a] 17 SCI	17 TS	18 SCI	18 TS	19 SCI	19 TS	20 SCI	20 TS	21-25 SCI	21-25 TS	26-35 SCI	26-35 TS	Total SCI	Total TS
64 Armament and Munitions	0.3	25.6	0.4	27.1	0.3	23.8	0.2	20.9	0.2	10.8	0	6.3	0.2	19.6
65 Shipboard Propulsion	0	0	0	0	*	0	0	0	0	0	0	0	*	0
66 Power Generating Equipment	0	0	0.2	0.1	0.2	0.1	0.1	0.1	*	0.1	0	0	0.1	0.1
67 Precision Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Other Mechanical and Electrical Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craftsmen	**4.7**	**2.0**	**4.0**	**2.9**	**5.0**	**3.5**	**4.7**	**3.3**	**3.4**	**2.3**	**2.1**	**1.2**	**4.1**	**2.8**
70 Metalworking	0	0	*	0.1	0.1	0.1	*	0.1	*	*	0	0	*	0.1
71 Construction	0.6	0.3	0.3	0.1	0.3	0.1	0.3	0.1	0.3	0.1	0.2	0	0.3	0.1
72 Utilities	0.6	0.1	0.4	0.2	0.5	0.2	0.5	0.1	0.3	0.2	0.3	0.4	0.4	0.2
74 Lithography	0	0.1	0.2	0.3	0.3	0.2	0.4	0.3	0.2	0.2	0	0.1	0.2	0.3
76 Fabric, Leather, and Rubber	0	0	0	*	0	0	*	0	0.1	*	0	0	*	*
80 Food Service	0.4	0	0.4	0.2	0.4	0.2	0.2	0.3	0.4	0.1	0	0	0.3	0.2
81 Motor Transport	1.0	0.1	0.7	0.2	0.7	0.3	1.0	0.4	0.6	0.2	0.3	0.1	0.7	0.2
82 Material Receipt, Storage and Issue	2.0	0.9	1.5	1.0	2.0	1.3	1.5	1.0	1.2	0.8	1.2	0.4	1.5	0.9
83 Law Enforcement	0.3	0.4	0.5	0.7	0.6	1.0	0.7	1.1	0.4	0.7	0	0.2	0.5	0.8
84 Personal Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0
86 Forward Area Equipment and Support	0.1	0	*	0.1	0.1	0.1	0.1	0	0	*	0	0	0.1	*
Non-Occupational	**12.5**	**6.4**	**9.5**	**5.0**	**8.8**	**5.7**	**10.0**	**6.8**	**17.2**	**24.9**	**25.0**	**39.5**	**12.3**	**13.1**
91 Officer Candidates and Students	0	0	*	0	*	0	0.5	0.5	8.5	20.3	18.5	34.8	3.2	7.8
92 Undesignated Occupations	0.8	0.3	0.7	0.7	0.7	0.8	0.6	0.6	0.5	0.3	0.5	0.1	0.6	0.5
95 Not Occupationally Qualified	11.7	6.1	8.8	4.3	8.1	4.9	8.8	5.7	8.3	4.5	6.0	4.6	8.5	4.8

Source: Defense Manpower Data Center.

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Clearances.

[b] Some occupational areas are not presented in cases where there were no SCI or TS accessions represented.

Note: An asterisk, (*), indicates that the percentage is less that .05. Percentages may not sum due to rounding.

Table A-33

Percentage of FY 1982 Through FY 1986 Non-Prior Service Accessions Holding SCI and TS Clearances by DoD Occupational Group and Fiscal Year
(Army)

		Fiscal Year/Clearance[a]											
		1982		1983		1984		1985		1986		Total	
	Occupational Group[b]	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
	TOTAL N	4,767	2,437	5,040	2,259	3,728	1,937	3,463	894	1,575	450	18,573	7,977
00	Unknown	*	0	0	0.1	*	0.2	*	0	1.2	1.1	0.1	0.2
Infantry, Gun Crews, & Seamanship Specialists		1.7	27.6	1.0	28.0	1.1	24.3	0.4	12.0	0.1	3.3	1.0	23.8
01	Infantry	0.9	5.5	0.4	6.3	0.6	10.8	0.2	3.9	0.1	2.0	0.5	6.7
02	Armor and Amphibious	0.1	0.3	0.1	0.1	0	0.3	0	0	0	0	0.1	0.2
03	Combat Engineering	0.2	6.5	0.1	7.5	0.1	6.3	0.1	2.8	0	0.4	0.1	6.0
04	Artillery/Gunnery	0.6	15.3	0.4	14.1	0.4	6.9	0.1	5.3	0.1	0.9	0.3	11.0
05	Air Crew	0	0	0	0	0	0	0	0	0	0	0	0
06	Seamanship	0	*	0	0	0	0	0.1	0	0	0	*	*
07	Installation Security	0	0	0	0	0	0.1	0	0	0	0	0	*
Electronics Equipment Repairers		12.3	8.4	10.8	9.3	9.7	7.9	12.6	10.2	9.3	11.8	11.2	8.9
10	Radio/Radar	10.0	4.4	8.4	4.5	8.0	4.0	11.4	6.0	9.1	6.0	1 9.4	4.6
11	Fire Control Electronic Systems	*	0	0	0	*	0	0	0	0	0	*	0
12	Missile Guidance	0.1	1.9	0.1	2.4	0.1	1.6	0	0.5	0	0	0.1	1.7
14	Nuclear Weapons Equipment	0	0.2	0	0	0	0	0	0	0	0	0	0.1
15	ADP Computers	0.3	0.1	0.1	*	*	0	0	0	0	0	0.1	0.1
16	Teletype and Cryptographic Equipment	1.9	1.7	2.1	2.4	1.4	2.3	1.0	3.7	0.3	5.8	1.6	2.5
19	Other Electronic Equipment	0.1	0.1	0.1	*	0.2	0.1	0.1	0	0	0	0.1	0.1
Communications & Intelligence Specialists		63.2	26.5	63.4	28.4	66.4	26.5	63.5	28.6	50.4	37.1	62.9	27.9
20	Radio and Radio Code	5.0	11.1	3.9	15.1	5.5	10.8	6.1	17.5	3.6	7.8	4.9	12.7
22	Radio and Air Traffic Control	0.1	0.1	*	*	0.1	0	0.1	0.1	0	0	0.1	0.1
23	Signal Intelligence/ Electronic Warfare	35.4	0.7	36.5	0.3	35.5	0	33.0	0.3	18.1	0.2	33.8	0.3
24	Intelligence	8.0	4.1	4.5	2.7	5.7	6.7	7.8	6.8	9.1	28.9	6.7	6.0
25	Combat Operations Control	0.2	4.2	0.2	2.5	0.2	2.1	0.1	0.8	0.1	0	0.2	2.6

Table A-33, Continued:

	Occupational Group	Fiscal Year/Clearance[a] 1982 SCI	1982 TS	1983 SCI	1983 TS	1984 SCI	1984 TS	1985 SCI	1985 TS	1986 SCI	1986 TS	Total SCI	Total TS
26	Communications Center Operations	14.4	6.2	18.2	7.8	19.5	6.9	16.4	3.1	19.6	0.2	17.3	6.1
Medical & Dental Specialists		**0.5**	**1.0**	**0.4**	**0.6**	**0.5**	**0.4**	**0.3**	**0.4**	**0.6**	**0.6**	**0.4**	**0.7**
30	Medical Care	0.4	0.8	0.3	0.4	0.4	0.4	0.2	0.3	0.3	0.4	0.3	0.5
31	Technical Medical Services	*	0.1	*	0.1	0	0	0.1	0	0.3	0.2	0.1	0.1
32	Related Medical Services	*	*	*	*	0.1	0	*	0.1	0.1	0	0.1	*
33	Dental Care	0.1	0	0	0	0	0	0	0	0	0	*	0
Other Technical & Allied Fields		**1.1**	**3.9**	**1.1**	**3.4**	**0.8**	**5.8**	**1.1**	**10.6**	**0.6**	**12.2**	**1.0**	**5.4**
40	Photography	0.2	0.3	0.2	0.3	0.1	0.1	0.1	0.5	0.1	0	0.1	0.2
41	Mapping, Surveying, Drafting and Illustrating	0.6	0.7	0.7	0.4	0.5	0.5	0.8	0.2	0.4	0	0.6	0.5
42	Weather	0	0	0	*	0	0	0	0	0	0	0	*
43	Ordnance Disposal and Diving	*	1.6	*	1.9	0	4.5	*	8.8	0.1	11.1	*	3.7
45	Musicians	*	0.6	*	0.2	0	0.5	0	1.0	0	0.7	*	0.5
49	Technical Specialists, NEC	0.3	0.7	0.1	0.5	0.1	0.3	0.1	0.1	0.1	0.4	0.2	0.4
Functional Support & Administration		**8.5**	**11.5**	**9.0**	**10.4**	**7.1**	**10.2**	**4.9**	**10.1**	**3.7**	**5.1**	**7.3**	**10.4**
50	Personnel	1.0	0.9	0.7	1.1	0.6	0.6	0.1	0.3	0.3	0.2	0.6	0.8
51	Administration	4.2	6.9	4.9	6.5	3.7	5.5	3.1	6.6	2.3	2.4	3.9	6.2
53	Data Processing	1.2	1.1	1.0	1.1	1.4	2.4	0.8	2.2	0.5	1.3	1.0	1.5
54	Accounting, Finance, and Disbursing	0.3	0.4	0.1	0.1	0.1	0.2	*	0.1	0	0	0.1	0.2
55	Other Functional Support	1.5	1.8	2.1	1.5	1.2	1.4	0.5	0.6	0.4	1.1	1.3	1.4
56	Religious, Morale, and Welfare	0.2	0.1	0.1	*	0.1	0	0.1	0.1	0.1	0	0.1	0.1
57	Information and Education	0.2	0.2	0.2	0.2	*	0.2	0.3	0.1	0.1	0	0.2	0.2
Electrical/Mechanical Equipment Repairers		**4.3**	**11.1**	**2.8**	**9.3**	**2.6**	**12.9**	**2.0**	**14.3**	**1.6**	**10.7**	**2.9**	**11.3**
60	Aircraft and Aircraft Related	0.3	0.2	0.2	0.8	0.3	0.2	0.1	0.2	0.2	0	0.2	0.4
61	Automotive	0.5	0.3	0.5	1.0	0.5	1.2	0.3	0.8	0.1	0.4	0.4	0.8
62	Wire Communications	2.9	3.7	1.6	3.6	1.3	5.6	1.5	4.4	1.2	2.2	1.8	4.1
63	Missile Mechanical and	0	*	0	0	*	0	0	0	0	0	*	*

Table A-33, Continued:

	Occupational Group	Fiscal Year/Clearance[a] 1982 SCI	1982 TS	1983 SCI	1983 TS	1984 SCI	1984 TS	1985 SCI	1985 TS	1986 SCI	1986 TS	Total SCI	Total TS
64	Armament and Munitions	0.2	6.3	0.1	3.4	0.1	5.2	*	8.7	0	7.8	0.1	5.6
65	Shipboard Propulsion	0	*	0	0	0	0	0	0	0	0	0	*
66	Power Generating Equipment	0.4	0.5	0.4	0.4	0.4	0.7	0.1	0.1	0.1	0.2	0.3	0.5
67	Precision Equipment	0	0	0	0	*	0	0	0.1	0	0	*	*
69	Other Mechanical and Electrical Equipment	*	0.1	0	0	0	0	0	0	0	0	*	*
Craftsmen		**4.5**	**5.8**	**6.5**	**5.9**	**5.6**	**5.3**	**4.2**	**7.0**	**2.0**	**2.2**	**4.9**	**5.5**
70	Metalworking	0	*	0	0	0	0	0	0.1	0.1	0	*	*
71	Construction	*	0.2	0	0.3	*	0.2	0	0	0	0	*	0.2
72	Utilities	0	0	0.1	0	0.2	0	0.2	0.2	0	0	0.1	*
74	Lithography	*	0.3	0.1	0.1	0.1	0.3	0	0	0	0	*	0.2
76	Fabric, Leather, and Rubber	0	0	0	0	0	0	0	0	0	0	0	0
80	Food Service	0.6	0.6	0.6	0.5	0.3	0.4	*	0	0.1	0.2	0.4	0.4
81	Motor Transport	0.3	0.6	0.3	0.7	0.2	0.6	0.1	0	0	0.4	0.2	0.5
82	Material Receipt, Storage and Issue	0.1	0.3	0.1	0.1	0.2	0.1	0.1	0.2	0	0.2	0.1	0.2
83	Law Enforcement	3.4	3.9	5.3	4.1	4.6	3.8	3.8	6.4	1.8	1.1	4.1	4.0
84	Personal Service	0	0	*	0	0	0	0	0	0	0	*	0
86	Forward Area Equipment and Support	0.1	0	0.1	0	0	0.1	0	0.1	0	0.2	*	*
Non-Occupational		**3.8**	**4.3**	**5.1**	**4.7**	**6.1**	**6.5**	**11.0**	**6.7**	**30.5**	**15.8**	**8.2**	**5.9**
91	Officer Candidates and Students	0.7	3.0	0.6	2.4	0.8	2.4	0.6	3.1	0.1	2.2	0.6	2.6
92	Undesignated Occupations	0	0	0	0	0	0	0	0	0	0	0	0
95	Not Occupationally Qualified	3.0	1.3	4.5	2.4	5.4	4.1	10.3	3.6	30.5	13.6	7.6	3.2

Source: Defense Manpower Data Center.

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Security Clearances.

[b] Some occupational areas are not presented in cases where there were no SCI or TS accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05. Percentages may not sum due to rounding.

Table A-34

Percentage of FY 1982 Through FY 1986 Non-Prior Service Accessions
Holding SCI and Top Secret Clearances by DoD Occupational Group and Fiscal Year
(Air Force)

Occupational Group[b]	Year/Clearance[a]											
	1982		1983		1984		1985		1986		Total	
	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
TOTAL N	4,713	6,262	4,723	4,605	3,963	3,518	3,266	3,804	1,532	2,607	18,197	2,0796
00 Unknown	0.8	4.4	2.0	8.8	0	0	0	0	0	0	0.7	3.3
Infantry, Gun Crews, & Seamanship Specialists	0.2	0.9	0.1	1.0	0.3	1.9	1.2	2.5	0.8	1.3	0.4	1.4
01 Infantry	*	0.1	*	0.1	*	0	0.1	0.1	0	0	*	*
02 Armor and Amphibious	0	0	0	0	0	0	0	0	0	0	0	0
03 Combat Engineering	0	0	0	0	0	0	0	0	0	0	0	0
04 Artillery/Gunnery	0	0	0	0	0	0	0	0	0	0	0	0
05 Air Crew	0.2	0.9	0.1	1.0	0.2	1.9	1.2	2.4	0.9	1.3	0.4	1.4
06 Seamanship	0	0	0	0	0	0	0	0	0	0	0	0
Electronics Equipment Repairers	25.2	27.5	17.9	18.6	16.3	19.2	14.6	19.6	9.5	8.6	18.1	20.2
07 Installation Security	1.9	3.9	2.1	4.5	1.6	3.1	2.0	1.1	2.6	0.7	2.0	3.0
10 Radio/Radar	7.4	5.1	4.6	2.9	2.3	3.2	1.4	1.9	0.1	0.1	3.9	3.1
11 Fire Control Electronic Systems	0.1	0.3	*	0	0.1	0	0.2	*	0	0	0.1	0.1
12 Missile Guidance	0.2	7.1	*	3.0	0.1	5.5	0.1	6.1	0	4.1	0.1	5.4
14 Nuclear Weapons Equipment	0.1	3.7	0	2.0	0	2.0	0	5.3	0	3.0	*	3.2
15 ADP Computers	2.6	4.0	2.0	3.4	1.2	3.7	0.8	2.5	0	0.2	1.6	3.1
16 Teletype and Cryptographic Equipment	11.8	1.2	8.3	0.4	10.0	0.6	9.6	1.0	6.7	0.2	9.7	0.7
19 Other Electronic Equipment	1.1	2.3	0.9	2.3	1.0	1.1	0.5	1.7	0.3	0.4	0.8	1.8
Communications & Intelligence Specialists	33.1	6.4	31.4	6.8	34.7	9.0	29.4	14.2	24.2	17.6	31.6	9.8
20 Radio and Radio Code	3.4	2.9	3.3	3.7	2.8	6.0	0.8	6.9	0.6	9.3	2.5	5.1
22 Radio and Air Traffic Control	0.5	0.5	0.1	0.4	0.2	0.2	0.2	0.5	0.4	0.3	0.2	0.4
23 Signal Intelligence/ Electronic Warfare	21.6	0.7	24.1	0.7	27.4	1.1	20.8	1.9	13.3	0.2	22.7	0.9
24 Intelligence	5.8	0.7	2.8	0.3	3.9	0.1	7.1	0.8	9.6	1.0	5.2	0.6
25 Combat Operations Control	0.3	1.4	0.2	1.4	0.1	1.6	0.5	4.1	0.3	6.9	0.3	2.6
26 Communications Center Operations	1.6	0.2	1.0	0.3	0.3	0	0	0	0	0	0.7	0.1

Table A-34, Continued:

Occupational Group	Year/Clearance* 1982 SCI	1982 TS	1983 SCI	1983 TS	1984 SCI	1984 TS	1985 SCI	1985 TS	1986 SCI	1986 TS	Total SCI	Total TS
Medical & Dental Specialists	**1.2**	**0.5**	**1.3**	**0.5**	**0.8**	**0.1**	**0.5**	**0.2**	**0.4**	*	**0.9**	**0.3**
30 Medical Care	0.7	0.3	0.8	0.3	0.4	0.1	0.2	0.1	0.2	*	0.5	0.2
31 Technical Medical Services	0.3	0.1	0.2	0.1	0.2	0	0.1	0.1	0.1	0	0.2	0.1
32 Related Medical Services	0.1	0.1	0.1	0.1	0.1	0	0.1	*	0	0	0.1	*
33 Dental Care	0.1	0.1	0.2	0	0.1	0.0	0.1	0	0.1	0	0.1	*
Other Technical & Allied Fields	**3.0**	**4.3**	**3.6**	**6.4**	**3.0**	**5.1**	**3.5**	**5.9**	**1.6**	**3.6**	**3.1**	**5.1**
40 Photography	2.0	0.7	2.7	0.6	2.3	2.1	2.9	1.7	1.0	1.9	2.3	1.2
41 Mapping, Surveying, Drafting, and Illustrating	0.3	0.5	0.3	0.8	0.2	0.4	0.3	0.7	0.3	0.5	0.3	0.6
42 Weather	0.2	0.3	0.3	0.6	0.1	0.7	0.2	0.3	0.1	0.2	0.2	0.4
43 Ordnance Disposal and Diving	0.2	2.1	0	3.9	0	1.5	0	2.1	0	0.4	0.1	2.2
45 Musicians	*	0.2	*	0.2	0	0.2	0	0.4	0	0.1	*	0.2
49 Technical Specialists, NEC	0.2	0.5	0.3	0.4	0.2	0.5	0.2	0.7	0.1	0.6	0.2	0.5
Functional Support & Administration	**24.7**	**11.7**	**31.4**	**19.3**	**32.9**	**20.6**	**21.9**	**19.7**	**14.1**	**23.5**	**26.9**	**17.8**
50 Personnel	0.4	0.7	0.3	0.6	0.3	0.8	0.4	0.3	0	*	0.3	0.6
51 Administration	5.6	5.1	5.8	7.3	5.8	5.7	4.2	3.7	4.9	2.3	5.4	5.1
53 Data Processing	15.7	4.0	22.7	9.5	24.2	12.7	14.2	14.9	7.7	20.6	18.4	10.8
54 Accounting, Finance and Disbursing	0.2	0.1	0.2	0.3	0.2	0.2	0.1	0.1	0.1	*	0.2	0.1
55 Other Functional Support	2.3	1.6	2.2	1.4	2.1	1.0	2.7	0.6	1.2	0.5	2.2	1.1
56 Religious, Morale and Welfare	0.2	0.1	0.2	0.2	0.2	0.1	0.2	0.1	0.1	0	0.2	0.1
57 Information and Education	0.3	0.3	0.1	*	0.1	0.1	0.1	*	0.1	0	0.2	0.1
Electrical/Mechanical Equipment Repairers	**2.1**	**32.0**	**1.4**	**29.4**	**2.2**	**25.4**	**2.1**	**22.7**	**0.7**	**12.0**	**1.8**	**26.1**
60 Aircraft and Aircraft Related	0.7	2.0	0.5	0.8	1.5	1.2	1.5	1.1	0.1	0.3	0.9	1.2
61 Automotive	0.1	0.4	0.2	0.4	0.1	0.4	0.1	0.1	0	0.1	0.1	0.3
62 Wire Communications	0.6	0.8	0.5	1.0	0.4	1.0	0.2	0.6	0.1	0.2	0.4	0.8
63 Missile Mechanical and Electrical	0.1	4.6	*	6.2	*	2.8	0.1	2.1	0	4.0	0.1	4.1
64 Armament and Munitions	0.5	24.1	0.2	20.9	0.1	19.9	0.3	18.7	0.1	7.2	0.2	19.6

Table A-34, Continued:

Occupational Group	Year/Clearance[a] 1982 SCI	1982 TS	1983 SCI	1983 TS	1984 SCI	1984 TS	1985 SCI	1985 TS	1986 SCI	1986 TS	Total SCI	Total TS
65 Shipboard Propulsion	0	0	0	0	0	0	*	0	0	0	*	0
66 Power Generating Equipment	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.3	0.2	0.1	0.1
67 Precision Equipment	0	0	0	0	0	0	0	0	0	0	0	0
69 Other Mechanical and Electrical Equipment	0	0	0	0	0	0	0	0	0	0	0	0
Craftsmen	**4.7**	**3.8**	**5.8**	**4.0**	**3.7**	**2.8**	**2.8**	**1.2**	**2.9**	**0.6**	**4.1**	**2.8**
70 Metalworking	0.1	0.1	*	*	*	0.1	*	0	0	0	*	0.1
71 Construction	0.3	0.1	0.5	0.2	0.2	0.1	0.2	0.1	0.2	*	0.3	0.1
72 Utilities	0.5	0.4	0.6	0.2	0.4	0.1	0.5	0.1	0.1	0	0.4	0.2
74 Lithography	0.2	0.3	0.3	0.5	0.2	0.2	0.2	0.1	0.3	*	0.2	0.3
76 Fabric, Leather, and Rubber	0.1	*	*	*	*	0	0	0	0	0	*	*
80 Food Service	0.3	0.3	0.6	0.2	0.2	0.2	0.2	*	0.2	0	0.3	0.2
81 Motor Transport	0.8	0.4	0.7	0.3	1.1	0.2	0.5	0.2	0	0	0.7	0.2
82 Material Receipt, Storage and Issue	1.7	1.1	2.6	1.7	1.0	0.7	0.9	0.5	0.3	0.3	1.5	0.9
83 Law Enforcement	0.7	1.1	0.5	0.9	0.4	1.1	0.4	0.2	0.3	0.3	0.5	0.8
84 Personal Service	0	0	0	0	0	0	0	0	0	0	0	0
86 Forward Area Equipment and Support	*	0.1	0.1	*	0.1	0.1	0.1	0	0	0	0.1	*
Non-Occupational	**5.1**	**8.4**	**4.9**	**5.3**	**6.9**	**15.7**	**23.6**	**14.6**	**4.7**	**32.8**	**12.3**	**13.1**
91 Officer Candidates and Students	2.1	6.3	1.2	3.7	2.9	14.2	6.9	11.3	4.9	5.1	3.2	7.8
92 Undesignated Occupations	0.6	0.9	0.7	0.6	0.5	0.4	0.7	0.4	0.5	0.1	0.6	0.6
95 Not Occupationally Qualified	2.3	1.2	3.0	1.1	3.5	1.0	16.0	2.9	41.9	27.6	8.5	4.8

Source: Defense Manpower Data Center.

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Clearances.

[b] Some occupational areas are not presented in cases where there were no SCI or TS accessions represented.

Note: An asterisk, (*), indicates that the percentage is less than .05 Percentages may not sum due to rounding.

Table A-35

Thirty-Six Month Attrition Rates for FY 1982 and 1983
Non-Prior Service Accessions Holding SCI and TS Personnel Security Clearances
by Age at Enlistment, SCI and TS Clearance, and Attrition Type
(Army)

	Age/Clearance[a]													
	17		18		19		20		21-25		26-35		Total	
Attrition Type	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
TOTAL N	714	291	3,062	1,429	1,631	822	1,087	522	2,619	1,264	694	368	9,807	4,696
60 Character or Behavior Disorder	0.1	0	0.1	0.1	0.1	0	0.3	0	0.1	0	0.3	0.3	0.1	*
61 Motivational Problems	0	0	*	0	0	0	0	0	0	0	0	0	*	0
64 Alcoholism	0.4	1.0	*	0	0.1	0.1	0	0	0	0	0	0.3	0.1	0.1
65 Discreditable Incidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	0.1	1.0	0.1	0.3	0.3	0.6	0	0.2	0.2	0.3	0.3	0.3	0.1	0.4
68 Financial Irresponsibility	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69 Lack of Dependent Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71 Civil Court Conviction	0	0	*	0.1	0	0.1	0	0	0	0	0	0	*	*
73 Court Martial	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74 Fraudulent Entry	0	0	0	0.1	0	0	0	0	0	0	0	0	0	*
75 AWOL Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.1	0	0.1	0	0.2	0.1	0.2	0.2	0.1	0	0.1	0	0.1	*
96 Conscientious Objector	0	0	0	0	0	0	0.1	0	0	0	0.1	0	*	0
98 Breach of Contract	0.4	0	0.1	0.1	0.1	0.2	0.1	0	0.2	0	0.1	0	0.2	0.1
99 Other	0	0	0	0	0	0	0	0	*	0	0	0	*	0
TOTAL ATTRITION[b]	9.7	10.0	9.0	6.9	9.2	7.1	9.3	6.3	7.7	6.8	11.1	7.1	8.9	7.0

Source: Defense Manpower Data Center.

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Security Clearance.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05.

Table A-36

Thirty-Six Month Attrition Rates for 1982 and 1983
Non-Prior Service Accessions Holding SCI and TS Personnel Security Clearances
by Age at Enlistment, SCI and TS Clearance, and Attrition Type
(Air Force)

	Age/Clearance[a]													
	17		18		19		20		21-25		26-35		Total	
Attrition Type	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS	SCI	TS
TOTAL N	370	391	2,629	3,103	2,032	2,246	1,459	1,368	2,657	3,326	289	433	9,436	10,867
60 Character or Behavior Disorder	0.5	0	0.5	0.4	0.3	0.2	0.3	0.4	0.6	0.3	0.3	0	0.5	0.3
61 Motivational Problems	0	0	0	0.1	*	0	0	0.1	0	*	0	0	*	*
64 Alcoholism	0	0	*	0.1	0.1	*	0.1	0	0.1	*	0.3	0.5	0.1	0.1
65 Discreditable Incidents	1.1	0.8	0.5	0.8	0.5	0.8	0.4	0.1	0.2	0.1	0	0	0.4	0.5
66 Shirking	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67 Drugs	1.1	1.0	0.6	0.6	0.6	0.9	0.9	1.2	0.5	0.5	0.3	0	0.6	0.7
68 Financial Irresponsibility	0	0.3	0	*	*	0	0	0.1	0	*	0	0	*	*
69 Lack of Dependent Support	0	0	0	0	0	0	0	0.1	0	*	0	0	0	*
71 Civil Court Conviction	0	0	0.1	0.1	0	0	0	0	0.1	0	0	0	*	*
73 Court Martial	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74 Fraudulent Entry	0	0	*	0.1	*	0	0	0	0.1	0.1	0	0	*	*
75 AWOL Desertion	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76 Homosexuality	0.5	0	0.2	0	0.1	0	0.2	0	*	*	0	0	0.2	*
96 Conscientious Objector	0	0	0	0	0	0	0	0	0.1	*	0	0	*	*
98 Breach of Contract	0	0	*	*	0.1	0	0	0	0.1	0	0	0	0.1	*
99 Other	0.8	0	0.6	0.5	0.2	0.1	0.4	0.3	0.4	0.3	1.0	0.2	0.5	0.3
TOTAL ATTRITION[b]	13.0	8.7	10.3	8.3	9.4	6.7	7.3	6.1	6.9	3.5	6.9	3.0	8.7	6.0

Source: Defense Manpower Data Center.

[a] SCI refers to security access at the Sensitive Compartmented Information level. TS refers to Top Secret Security Clearance.

[b] Total attrition includes reasons in addition to the 16 types listed.

Note: An asterisk, (*), indicates that the percentage is less than .05.

APPENDIX B

RESULTS OF STATISTICAL ANALYSES FOR IBI/SBI COMPARISONS

TABLE B-1
COMPARISON OF PROPORTIONS OF SUITABILITY ISSUES CASES
BETWEEN IBI AND SBI INVESTIGATIONS BY SERVICE

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
TOTAL DOD						
IBI	4,981	50,344	.10	.00	.12	.00
SBI	6,677	67,080	.10	.00		
ARMY						
IBI	957	9,540	.10	.00	14.47***	.02
SBI	2,774	24,176	.11	.00		
NAVY						
IBI	2,939	21,713	.14	.00	35.33***	.03
SBI	1,482	13,065	.11	.00		
MARINE CORPS						
IBI	188	3,169	.06	.00	6.58*	.03
SBI	209	2,748	.08	.01		
AIR FORCE						
IBI	897	15,922	.06	.00	95.83***	.05
SBI	2,212	27,091	.08	.00		

*p < .05
**p < .01
***p < .001

TABLE B-2
COMPARISON OF PROPORTIONS OF SUITABILITY ISSUE CASES
AMONG SERVICES BY TYPES OF INVESTIGATION

COMPARISON	CHI SQUARE	CRAMERS V
IBI	728.52***	.07
SBI	282.97***	.04

*p < .05
**p < .01
***p < .001

TABLE B-3
COMPARISON OF PROPORTIONS OF SUITABILITY ISSUE CASES
BETWEEN IBI AND SBI INVESTIGATIONS BY EDUCATIONAL LEVEL AND SERVICE

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
DOD						
NHSG=1						
IBI	221	1,300	.17	.01	6.45*	.06
SBI	146	1,973	.22	.01		
GED=2						
IBI	258	1,367	.19	.01	1.86	.03
SBI	230	1,091	.21	.01		
HSDG=3						
IBI	3,828	40,107	.10	.00	.01	.00
SBI	4,837	50,572	.10	.00		
Some College=4						
IBI	674	7,568	.09	.00	6.07*	.02
SBI	1,464	14,741	.10	.00		

TABLE B-3 (CONTINUED)

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
ARMY						
NHSG=1						
IBI	48	352	.14	.01	11.33***	.13
SBI	84	358	.22	.02		
GED=2						
IBI	36	251	.14	.02	7.27**	.11
SBI	74	371	.23	.02		
HSDG=3						
IBI	679	7,159	.09	.00	12.39***	.02
SBI	1,951	17,737	.11	.00		
Some College=4						
IBI	194	1,778	.11	.00	.53	.01
SBI	665	5,764	.12	.00		

TABLE B-3 (CONTINUED)

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
NAVY						
NHSG=1						
IBI	158	793	.20	.01	.36	.02
SBI	28	126	.22	.01		
GED=2						
IBI	206	920	.22	.01	.15	.01
SBI	91	424	.21	.01		
HSDG=3						
IBI	2,315	18,161	.13	.00	32.61***	.03
SBI	1,103	10,524	.10	.00		
Some College=4						
IBI	260	1,837	.14	.01	.95	.02
SBI	260	1,989	.13	.01		

TABLE B-3 (CONTINUED)

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
MARINE CORPS						
NHSG=1						
IBI	12	111	.11	.03	1.42	.10
SBI	6	32	.19	.03		
GED=2						
IBI	3	46	.07	.03	4.81*	.26
SBI	6	24	.25	.05		
HSDG=3						
IBI	152	2,755	.06	.00	3.66	.03
SBI	161	2,367	.07	.00		
Some College=4						
IBI	21	257	.08	.01	1.37	.05
SBI	36	325	.11	.01		

TABLE B-3 (CONTINUED)

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
AIR FORCE						
NHSG=1						
IBI	3	44	.07	.02	3.20	.13
SBI	28	157	.18	.03		
GED=2						
IBI	13	150	.09	.01	7.12**	.12
SBI	59	326	.18	.02		
HSDG=3						
IBI	682	12,032	.06	.00	68.17***	.05
SBI	1,622	19,944	.08	.00		
Some College=4						
IBI	199	3,696	.05	.00	17.64***	.04
SBI	503	6,663	.08	.00		

*p < .05
**p < .01
***p < .001

TABLE B-4
COMPARISON OF PROPORTIONS OF SUITABILITY ISSUE CASES
AMONG AGES (17-35) BY TYPES OF INVESTIGATION AND SERVICE

COMPARISON	CHI SQUARE	CRAMERS V
DOD		
IBI	499.68***	.00
SBI	853.49***	.00
ARMY		
IBI	157.23***	.00
SBI	368.67***	.00
NAVY		
IBI	283.47***	.00
SBI	244.42***	.00
MARINE CORPS		
IBI	39.08***	.01
SBI	29.75***	.01
AIR FORCE		
IBI	114.11***	.00
SBI	228.65***	.00

*p < .05
**p < .01
***p < .001

TABLE B-5
COMPARISON OF PROPORTIONS OF SUITABILITY ISSUE CASES
BETWEEN IBI AND SBI INVESTIGATIONS BY AGE

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
DOD						
17						
IBI	232	3,069	.08	.00	1.08	.01
SBI	257	3,722	.07	.00		
18						
IBI	1,198	16,860	.07	.00	5.07*	.01
SBI	1,361	20,876	.07	.00		
19						
IBI	972	10,408	.09	.00	.22	.00
SBI	1,154	12,599	.09	.00		
20						
IBI	646	6,023	.11	.00	.23	.00
SBI	867	8,278	.10	.00		
21-25						
IBI	1,510	11,755	.13	.00	.33	.00
SBI	2,349	17,995	.13	.00		
26-35						
IBI	423	2,209	.19	.01	.00	.00
SBI	689	3,610	.19	.01		

TABLE B-5 (CONTINUED)

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
ARMY						
17						
IBI	40	659	.06	.01	3.05	.04
SBI	145	1,772	.08	.01		
18						
IBI	194	3,048	.06	.00	4.30*	.02
SBI	589	7,845	.08	.00		
19						
IBI	152	1,655	.09	.01	3.72	.03
SBI	433	3,970	.11	.01		
20						
IBI	113	1,088	.10	.01	3.55	.03
SBI	333	2,646	.13	.01		
21-25						
IBI	328	2,422	.14	.01	1.55	.01
SBI	911	6,246	.15	.00		
26-35						
IBI	130	668	.20	.02	1.08	.02
SBI	363	1,697	.21	.01		

TABLE B-5 (CONTINUED)

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
NAVY						
17						
IBI	162	1,489	.11	.01	4.91*	.05
SBI	56	712	.08	.01		
18						
IBI	791	7,716	.10	.00	35.81***	.05
SBI	312	4,447	.07	.00		
19						
IBI	608	4,855	.13	.01	6.25*	.03
SBI	274	2,595	.11	.01		
20						
IBI	375	2,576	.15	.01	5.97*	.04
SBI	178	1,503	.12	.01		
21-25						
IBI	772	4,163	.19	.01	5.42*	.03
SBI	490	2,495	.16	.01		
26-35						
IBI	231	914	.25	.01	4.65*	.05
SBI	172	823	.21	.01		

TABLE B-5 (CONTINUED)

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
MARINE CORPS						
17						
IBI	13	332	.04	.01	1.17	.05
SBI	13	220	.06	.02		
18						
IBI	62	1,466	.04	.01	1.95	.03
SBI	69	1,286	.05	.01		
19						
IBI	38	647	.06	.01	2.71	.05
SBI	49	593	.08	.01		
20						
IBI	23	278	.08	.02	.89	.04
SBI	27	253	.11	.02		
21-25						
IBI	48	408	.12	.02	.31	.02
SBI	47	359	.13	.02		
26-35						
IBI	4	38	.11	.05	.00	.01
SBI	4	37	.11	.05		

TABLE B-5 (CONTINUED)

COMPARISON	# ISSUES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
AIR FORCE						
17						
IBI	17	589	.03	.01	1.86	.03
SBI	43	1,018	.04	.01		
18						
IBI	151	4,630	.03	.00	28.70***	.05
SBI	391	7,298	.05	.00		
19						
IBI	174	3,251	.05	.00	12.75***	.04
SBI	398	5,441	.07	.00		
20						
IBI	135	2,081	.07	.01	7.55**	.04
SBI	329	3,876	.09	.00		
21-25						
IBI	362	4,782	.08	.00	34.92***	.05
SBI	901	8,405	.11	.00		
26-35						
IBI	58	589	.10	.01	6.60*	.06
SBI	150	1,053	.14	.01		

*p < .05
**p < .01
***p < .001

TABLE B-6 (CONTINUED)

COMPARISON	# ATTRITEES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
MARINE CORPS Security-Related Attrition						
IBI	37	2,173	.02	.00	5.09*	.04
SBI	42	1,493	.03	.00		
Total Attrition						
IBI	102	2,173	.05	.00	20.81***	.08
SBI	125	1,493	.08	.01		
AIR FORCE Security-Related Attrition						
IBI	223	7,692	.03	.00	26.45***	.04
SBI	590	13,731	.04	.00		
Total Attrition						
IBI	580	7,692	.07	.00	200.42***	.10
SBI	1,758	13,731	.13	.00		

*p < .05
**p < .01
***p < .001

TABLE B-7
COMPARISON OF PROPORTIONS OF ATTRITION ISSUE CASES
BETWEEN ISSUE CASES AND NON-ISSUE CASES BY TYPE OF INVESTIGATION AND SERVICE

COMPARISON	# ATTRITED	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
DOD						
IBI						
Issue	295	2,219	.13	.01	86.29***	.06
No Issue	1,767	23,104	.08	.00		
SBI						
Issue	652	3,785	.17	.01	139.17***	.06
No Issue	3,526	32,716	.11	.00		
ARMY						
IBI						
Issue	47	540	.09	.01	1.91	.02
No Issue	340	4,804	.07	.00		
SBI						
Issue	298	1,720	.17	.01	50.44***	.08
No Issue	1,536	6,002	.26	.01		
NAVY						
IBI						
Issue	195	1,137	.17	.01	51.59***	.07
No Issue	870	8,626	.10	.00		
SBI						
Issue	83	682	.12	.01	25.10***	.06
No Issue	378	5,527	.07	.00		

TABLE B-7 (CONTINUED)

COMPARISON	# ATTRITED	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
MARINE CORPS						
IBI						
Issue	14	120	.12	.03	14.75***	.08
No Issue	88	2,119	.04	.00		
SBI						
Issue	13	118	.11	.03	1.66	.03
No Issue	112	1,458	.08	.01		
AIR FORCE						
IBI						
Issue	39	422	.09	.01	6.16	.03
No Issue	469	7,553	.06	.00		
SBI						
Issue	258	1,265	.20	.01	97.73***	.08
No Issue	1,500	13,616	.11	.00		

*p < .05
**p < .01
***p < .001

TABLE B-8
COMPARISON OF ATTRITION RATES BETWEEN IBI AND SBI INVESTIGATIONS
BY ISSUE STATUS AND SERVICE

COMPARISON	# ATTRITEES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
TOTAL DOD						
Security-Related Attrition						
Non-Issue						
IBI	750	22,071	.03	.00	15.48***	.02
SBI	842	30,069	.03	.00		
Issue						
IBI	165	2,093	.08	.01	1.21	.01
SBI	239	3,373	.07	.00		
Total Attrition						
Non-Issue						
IBI	1,766	22,071	.08	.00	191.34***	.06
SBI	3,518	30,069	.12	.00		
Issue						
IBI	295	2,093	.14	.01	24.40***	.07
SBI	651	3,373	.19	.01		

TABLE B-8 (CONTINUED)

COMPARISON	# ATTRITEES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
ARMY						
Security-Related Attrition						
Non-Issue						
IBI	406	4,512	.09	.00	72.10***	.07
SBI	1,466	10,472	.14	.00		
Issue						
IBI	11	504	.02	.01	2.64	.04
SBI	55	1,476	.04	.00		
Total Attrition						
Non-Issue						
IBI	338	4,512	.08	.00	136.31***	.09
SBI	1,536	10,742	.14	.00		
Issue						
IBI	47	504	.09	.01	31.02***	.13
SBI	298	1,476	.20	.01		

TABLE B-8 (CONTINUED)

COMPARISON	# ATTRITEES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
NAVY						
Security-Related Attrition						
Non-Issue						
IBI	501	8,211	.06	.00	34.80***	.05
SBI	203	5,349	.04	.00		
Issue						
IBI	133	1,072	.12	.01	8.18**	.07
SBI	52	651	.08	.01		
Total Attrition						
Non-Issue						
IBI	870	8,211	.11	.00	47.41***	.06
SBI	380	5,349	.07	.00		
Issue						
IBI	195	1,072	.18	.01	8.72**	.07
SBI	83	651	.13	.01		

TABLE B-8 (CONTINUED)

COMPARISON	# ATTRITEES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
MARINE CORPS						
Security-Related Attrition						
Non-Issue						
IBI	29	2,057	.01	.00	3.87*	.03
SBI	32	1,381	.02	.00		
Issue						
IBI	10	116	.09	.03	.50	.05
SBI	7	112	.07	.02		
Total Attrition						
Non-Issue						
IBI	88	2,057	.04	.00	21.74***	.08
SBI	112	1,381	.08	.01		
Issue						
IBI	14	116	.12	.03	.01	.01
SBI	13	112	.12	.03		

TABLE B-8 (CONTINUED)

COMPARISON	# ATTRITEES	TOTAL	PROPORTION	STANDARD ERROR	CHI SQUARE	PHI COEFFICIENT
AIR FORCE						
Security-Related Attrition						
Non-Issue						
IBI	211	7,291	.03	.00	11.17***	.02
SBI	479	12,597	.04	.00		
Issue						
IBI	30	401	.08	.01	.10	.01
SBI	91	1,134	.08	.01		
Total Attrition						
Non-Issue						
IBI	467	7,291	.06	.00	156.84***	.09
SBI	1,499	12,597	.12	.00		
Issue						
IBI	39	401	.10	.01	32.54***	.15
SBI	259	1,134	.23	.01		

*p < .05
**p < .01
***p < .001

FILE
66

PERS-TR-89-001

PERSEREC

SCREENING ENLISTED ACCESSIONS FOR SENSITIVE MILITARY JOBS

Kent S. Crawford
Martin F. Wiskoff

November 1988

Approved for Public Distribution: Distribution Unlimited

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This study documents the current prescreening procedures used by each service in reviewing applicants for sensitive jobs. It was found that these procedures could be enhanced through the development of more systematic data-gathering forms and structured interview protocols. Consideration should be given to screening for service unsuitability concurrent with the procedures to identify individuals who would not qualify for security clearances. There is also a need for standardized procedures for the transmittal of information gathered during prescreening to the Defense Investigative Service for use in scoping and conducting background investigations.

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SCREENING ENLISTED ACCESSIONS FOR SENSITIVE MILITARY JOBS

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PREFACE

The improvement of screening procedures for military enlistees who will have access to classified information is one of PERSEREC's primary goals. Each of the military services prescreens enlisted accessions seeking sensitive jobs prior to requesting background investigations. Indeed, far greater numbers are rejected during the prescreening phase than during the phase when background investigations are formally adjudicated. The procedures employed by the services vary greatly and have not been systematically evaluated to determine their effectiveness. This technical report describes the service prescreening procedures and documents the desirability of improved and standardized prescreening instruments and methods.

A major operational finding is that while the service programs are functioning reasonably well, there are strong and weak points to each of them. Given the great expense involved in clearing personnel, and training and assigning them to sensitive occupations, even minor improvements in prescreening could result in considerable cost saving. Each of the services' prescreening programs has impressive features that should be considered by the other services.

Greater consideration needs to be given during prescreening to eliminating personnel who are likely to be subsequently discharged from military service for reasons of unsuitability. It is not very cost-effective to invest heavily in selecting and training personnel for sensitive occupations and then have to relieve them from duty. It is also not very rational from a security perspective for large numbers of personnel being unsuitably discharged into civilian life to be carrying Top Secret and SCI information in their heads.

An additional major finding is that the Defense Investigative Service (DIS) is not fully benefitting from the excellent information being collected by the services during prescreening. Only in selected instances is prescreening information forwarded to DIS for use in scoping their investigations. Procedures need to be developed, using standardized formats, for the interpretation of prescreening findings and their routine transmission to DIS. It is believed that this information could assist DIS in the better allocation of its scarce resources and in more efficient conduct of the investigations.

PERSEREC has work under way to address some of these issues. In particular, research is being conducted to develop a standardized background questionnaire that could be used during prescreening as a job aid and guide to security interviewers. A second effort, directed at developing biodata instruments, is predicated on earlier PERSEREC research that evidenced the potential of biodata items in screening

individuals likely to become issue cases and to be discharged for reasons of unsuitability.

The authors would like to acknowledge the assistance of numerous individuals who provided information on the prescreening procedures of their respective services. In particular, the authors would like to thank Mr. Van Hakes of the Naval Security Group Field Office at the Recruit Training Center at San Diego. He provided considerable information on Navy SCI screening as well as being an extremely knowledgeable source on effective techniques for conducting personnel security screening interviews.

SGM Jourdan C. Wells, Chief, Personnel Security Branch, Total Army Personnel Agency, was invaluable in arranging visits for the authors to the Army screening points. In addition, he provided a detailed knowledge of the development and operation of the Army's Personnel Security Screening Program. Lt. Hector Munoz, who is assigned to the 3507th Airman Classification Squadron at Lackland Air Force Base, provided extensive details on the Air Force's screening efforts. Finally, the authors owe a particular debt to Dr. John Goral of the Defense Manpower Data Center, Monterey, who generated the data on issue case and unsuitability discharge rates for personnel entering sensitive jobs.

Carson K. Eoyang
Director

SCREENING ENLISTED ACCESSIONS FOR SENSITIVE MILITARY JOBS

Prepared by
Kent S. Crawford
Martin F. Wiskoff

SUMMARY

Problem and Background

The military services have formal programs to screen enlisted applicants and accessions seeking high security risk or sensitive jobs. These jobs either require Sensitive Compartmented Information (SCI) and/or Top Secret access or require nuclear duties under the Personal Reliability Program. This prescreening reduces the probability of assigning unreliable or untrustworthy personnel to positions where they might become security risks. It also saves the Department of Defense a considerable amount of money by eliminating high security risk individuals prior to requesting costly Defense Investigation Service background investigations and before incurring technical training costs. The procedures employed by each of the services have evolved over the years to accommodate their unique requirements for processing personnel. There has been no systematic evaluation of the instruments and methods employed during this prescreening to determine their effectiveness.

Objective

The purpose of this study was to systematically document the current prescreening procedures used by each service in reviewing applicants for sensitive jobs. This included: (1) policy guidelines and requirements; (2) the prescreening information collected by each service; (3) the decision process used within each service; and (4) the rejection rates at each stage of the prescreening. This information was then used as the basis for providing recommendations for research to improve this process through better prescreening instruments and methods.

Approach

The information concerning service prescreening procedures was obtained through: (1) discussions with headquarters personnel to ascertain policy objectives for each of the services; (2) review of applicable instructions and guidelines to determine current policy requirements; and (3) visits to sites conducting prescreening for each of the services to observe operational activities and obtain relevant materials. In addition, unsuitability discharge and issue case data were obtained from the Defense Manpower Data Center to compare discharge rates among personnel entering sensitive and non-sensitive jobs as well as to examine issue case rates for enlisted accessions across the services.

Results

The review showed that each of the services uses different procedures for prescreening their accessions for sensitive jobs. The Army emphasizes front-end screening at the Military Entrance Processing Stations (MEPS) because of a need to provide school guarantees to all applicants. The Air Force, on the other hand, has limited screening at the MEPS since school guarantees are provided to a relatively smaller percentage of applicants but has intensive screening during recruit training at Lackland Air Force Base. The Air Force recovers from security disqualifications of job-guaranteed individuals at Lackland by side-loading personnel who were only guaranteed broad job categories at the MEPS. The Navy also performs limited MEPS screening but has fewer personnel at recruit training to side-load since it guarantees specific jobs to approximately 70 percent of its applicants at the MEPS. The Marine Corps, like the Navy, conducts limited screening at the MEPS, and has intensive screening at recruit training along with side-loading to fill potentially unused school seats.

In addition to differences in locale and points in military service when prescreening occurs, there is a proliferation of questionnaires/forms and interview protocols across the services. The forms vary in type, sequencing and format of questions. Interview procedures range from relatively superficial contacts to intensive probing of applicants' backgrounds. Similarly, the amount and depth of information collected on applicants varies greatly across services.

Relatively small percentages of prescreened personnel are later rejected for clearances based on information from the background investigation. The services consider this a positive endorsement of their prescreening procedures as well as the considerable savings from eliminating training costs of personnel who would later have their clearance denied. On the other hand, a significant percentage of these screened personnel are discharged for reasons of unsuitability after receiving their clearances.

Conclusions

Personnel security screening procedures for enlisted accessions could be enhanced through the development of more systematic data-gathering forms and structured interview protocols that directly follow from these forms. These forms and interviews should be tailored to unique service requirements to maximize their appropriateness and effectiveness for a given service.

The services could assist themselves by considering the modification of a particularly effective procedure of a sister service for incorporation into its own procedures. Each service's prescreening procedures exhibited at least one strong feature not employed by another service:

1. Army - use of a standardized and thorough questionnaire to help guide the interviewing process at the MEPS.

2. Navy - use of extremely thorough and effective interviewing procedures for screening SCI candidates at recruit training.

3. Air Force - implementation of comprehensive screening at its recruit training site including the use of a biodata instrument, psychological interviews (where needed), reference checks, and peer evaluations.

4. Marine Corps - use of highly effective selection procedures at recruit training prior to sending personnel to be interviewed by a Naval Security Group representative.

Consideration needs to be given to screening for service unsuitability concurrent with attempts to identify individuals who would not qualify for security clearances. In much the same way as prescreening reduces the costs associated with selecting personnel for sensitive occupations, it should also be used to reduce the costs associated with premature separation from service of those individuals who receive clearances for sensitive jobs.

Finally, there needs to be better coordination between the prescreening programs of the services and the Defense Investigative Service (DIS). There is a need for a standardized procedure for the transmittal of information gathered during prescreening to DIS for use in scoping and conducting investigations. This wealth of information needs to be placed in a format whereby it efficiently provides the maximum necessary information to investigators conducting background investigations.

Recommendations

Efforts should be undertaken in the following four areas:

1. Development of background information forms and interview protocols for use during personnel security screening of enlisted applicants for sensitive jobs. One set should be designed for use at the MEPS, another for employment during recruit training. These forms should be designed for ease of use by job counselors/interviewers and to facilitate more standard interpretation of applicant responses.

2. Continued evaluation of experimental DoD biodata instruments for potential application to the personnel security prescreening process. Such instruments would include the Armed Services Applicant Profile being developed by the Navy Personnel Research and Development Center under sponsorship of Accession Policy, Office of the Assistant Secretary of Defense (Force Management and Personnel) and the Assessment of Background and Life Experiences (ABLE) questionnaire being developed by the U.S. Army Research Institute.

3. Determination of the feasibility and utility of maintaining personnel security information for individuals who are rejected during prescreening for sensitive jobs but who still go on active duty in their respective services. This information could include data from prescreening questionnaires and interviews that would be useful in future adjudicative decisions.

4. Design of prescreening procedures for more systematic use of information collected during the prescreening process. These new procedures might include (a) standardized forms for the transmittal of significant prescreening information to DIS for use during the background investigation, (b) more standardized interpretation of background information and interview results, (c) elimination of duplicate information collection at different stages of the prescreening process, and (d) provision for improved accumulation and transmission of information throughout the steps involved in prescreening and initiation of the formal background investigation.

TABLE OF CONTENTS

PREFACE i

SUMMARY iii

LIST OF TABLES ix

LIST OF FIGURES ix

INTRODUCTION 1
- Background 1
- Policy Guidance 2
- Criteria 3
  - Background Investigation Issue Cases 3
  - Unsuitability Discharges 3
- Objective 4

APPROACH 5
- Issue Case Rates 5
- Unsuitability Discharge Rates 6

RESULTS 7
- Air Force Screening Process 7
  - Policy Guidance 7
  - Jobs Covered by Special Screening Procedures 8
  - Security Screening at the MEPS 8
  - Security Screening at Recruit Training 10
  - Final Adjudication 14
- Army Screening Process 15
  - Policy Guidance 16
  - Jobs Covered by Special Screening Procedures 16
  - Security Screening at the MEPS 18
  - Security Screening at Recruit Training 21
  - Final Adjudication 23
- Navy Screening Process 23
  - Policy Guidance 23
  - Jobs Covered by Special Screening Procedures 24
  - Security Screening at the MEPS 24
  - Security Screening at Recruit Training 26
  - Final Adjudication 29

TABLE OF CONTENTS (continued)

Marine Corps Screening Process 29
Security Screening at the MEPS 30
Security Screening at Recruit Training 31
Final Adjudication 33
Issue Case Rates 33
Unsuitability Discharge Rates 35

DISCUSSION 39
Variability in Screening Procedures 39
Variability in Screening Forms 39
Screening for Unsuitability 41
Tracking Personnel 42
Systems View 43

CONCLUSIONS AND RECOMMENDATIONS 45

REFERENCES 47

LIST OF APPENDIXES 49

LIST OF TABLES

1. List of Air Force Specialty Codes (AFSCs) Screened for Personnel Security 9

2. FY-87 Disqualifications of Air Force Accessions During 10th Day Screening 13

3. List of Army Military Occupational Specialties (MOSs) Screened for Personnel Security 17

4. List of Navy Ratings Screened for Personnel Security 25

5. List of Marine Corps Occupational Titles Screened for Personnel Security 30

6. Issue Case Rates by Service and Type of Background Investigation (FY-83 to FY-86 Accessions) 34

7. Unsuitability Discharge Rates During First 36 Months of Active Duty by Service and Type of Investigation (FY83 and FY84 Accessions) 36

8. Summary of Screening Procedures Used For Enlisted Accessions Entering Sensitive Jobs 40

LIST OF FIGURES

1. Military Service Prescreening Paradigm 1

INTRODUCTION

Background

Annually, approximately 15,000 enlisted personnel (5% of the total enlisted accessions) have background investigations initiated by their respective service. Successful adjudication of the background investigation results allow these individuals to qualify for billets requiring Sensitive Compartmented Information (SCI) access, Top Secret access, or critical nuclear duties under the Personnel Reliability Program. The military services have formal programs to prescreen these personnel prior to requesting background investigations.

This prescreening reduces the probability of assigning unreliable or untrustworthy personnel to positions where they might become security risks. It also saves the Department of Defense a considerable amount of money by eliminating high security risk individuals prior to incurring the costs of Defense Investigative Service (DIS) background investigations. Finally, considerable training costs are saved by not sending to technical training courses personnel who would later fail to qualify for their required security clearances.

The procedures employed by the services have evolved over the years to meet each service's unique requirements for manpower. Appendix A provides a general description of the selection and classification processes used by each of the services. Security-relevant prescreening occurs at three distinct points in time during the process of accepting personnel for military service. This is reflected in Figure 1.

Interaction	Location	Decision	Instruments
1. Applicant-Recruiter	Recruiting	Moral Waiver Environment	Enlistment Application
2. Applicant-Classifier/ Security Interviewer	MEPS	Assignment/ Clearance Eligibility	Varies by Service
3. Recruit-Counselor/ Security Interviewer	Recruit Training	Assignment/ Clearance	Varies by Service Eligibility

Figure 1. Military service prescreening paradigm.

The first decision point occurs during the interaction between the applicant and the recruiter. While there is no explicit screening for personnel security, the recruiter evaluates the applicant's potential for military service in general and for particular occupational specialties. Where the applicant's record contains evidence of past behavior that would render the individual ineligible for military service, e.g., certain drug and criminal behavior, a moral waiver may be granted. Some individuals who are given moral waivers are eventually assigned to sensitive occupations. Two recent PERSEREC reports have evaluated the implications of having moral waiver personnel in military service (Fitz & McDaniel, in press; Wiskoff & Dunipace, in press). Appendix B provides a listing of the moral standards used by each service.

The second and third prescreening stages, at the Military Entrance Processing Stations (MEPS) and Recruit Training Centers respectively, are discussed in great detail in subsequent sections of this report. At the MEPS, depending upon the particular military service, each applicant is screened by a military classifier/counselor and, in the Army, by a security interviewer. Decisions are made whether to accept or reject applicants for sensitive occupations. If individuals are accepted and enter the Delayed Entry Program (DEP), they are screened again at the end of DEP before entering active duty. Finally, during recruit training, most individuals who have been selected for sensitive positions are screened once more prior to initiating the formal process of a background investigation and adjudication.

Policy Guidance

There are two basic policy documents that provide the framework within which prescreening for sensitive jobs is conducted within the military services. For individuals being considered for jobs that require SCI access, the Director of Central Intelligence Directive (DCID) No. 1/14, Minimum Personnel Security Standards and Procedures Governing Eligibility for Access to Sensitive Compartmented Information (Director of Central Intelligence, 14 April, 1985) provides basic screening criteria. For individuals being considered for Top Secret, Secret, and Confidential clearances, the Defense Personnel Security Program Regulation DoD 5200.2-R (Department of Defense, January, 1987) provides similar adjudicative criteria.

Both of these documents provide specific factors to be considered during the adjudication of results from background investigations. These factors range from loyalty and financial issues to drug and alcohol abuse problems. In essence, the function of prescreening is to identify, prior to conducting a background investigation, individuals who would fail to meet the trustworthiness and reliability criteria outlined in these documents. Each of the services also promulgates additional policy guidance for personnel security screening and these documents are mentioned in later sections of this report.

Criteria

While prescreening procedures should help reduce both background investigation and technical training costs, their primary function is to prevent untrustworthy and unreliable personnel from being assigned to sensitive jobs. If such personnel were allowed to enter sensitive occupations, they could represent significant security threats. The ultimate effectiveness measure for the personnel security prescreening systems would be the extent to which they reduce the rate of unauthorized disclosure of classified material by personnel in sensitive occupations. The objective of prescreening is to reject personnel who might commit security violations (the most extreme case being espionage). Unfortunately, there is no easily accessible data measuring security violation rates, and the base rate for espionage is too low to conduct meaningful comparisons. However, there are two measures that could serve as surrogate indicators of prescreening effectiveness.

Background Investigation Issue Cases

In background investigations where potential derogatory information is uncovered during normal investigative procedures, an expanded investigation is often conducted in the problem area. This situation is called an issue case. Issue cases are important because they signify that there is adverse information in the person's background that reflects on that person's trustworthiness and reliability and thus on his or her qualifications to hold a high level security clearance. While most issue case personnel ultimately receive security clearances, one would still hypothesize that effective prescreening should reduce the issue case rate among those personnel who pass the prescreening process. Issue case status has been used as a criterion in two recent PERSEREC reports directed at validating biographical questionnaires for personnel security screening (see Crawford & Trent, 1987; McDaniel, in press).

Unsuitability Discharges

Another measure of prescreening effectiveness is the degree to which personnel who pass the prescreening are later discharged from sensitive jobs for unsuitability reasons. Approximately 30 percent of military enlistees fail to complete their first 3 years of military service (Buddin, 1984). While premature attrition can be due to reasons ranging from medical disqualifications to hardship cases, the largest proportion result from failure to meet minimum behavioral and performance criteria. These criteria include such categories as trainee discharge (poor entry level performance and conduct), character disorders, financial irresponsibility, drug use, sexual perversion, Courts Martial, etc. Many of these have direct relationships to the adjudicative factors listed in DCID 1/14 and DoD Regulation 5200.2-R.

Unsuitability attrition from any occupational area has significant economic implications to the military; unsuitability attrition from sensitive jobs also has security implications. Many of these personnel being discharged from sensitive positions are likely to be quite negative about their military service. They would also still be extremely knowledgeable about classified information and technology. These factors, combined with possible financial uncertainty upon return to civilian life, make them potential targets for recruitment to espionage (Flyer, 1987).

Objective

The purpose of this study was to document systematically the current prescreening procedures used by each service in reviewing applicants for sensitive jobs. This documentation included: (1) policy guidelines and requirements; (2) the prescreening information collected by each service; (3) the decision process used within each service; and (4) the rejection rates at each stage of the prescreening. In addition, both issue case rates and unsuitability discharge rates were examined for personnel who passed the prescreening process. The above information was then used as the basis for recommendations to improve the prescreening process.

APPROACH

The information concerning service prescreening procedures was obtained through three sources. Discussions were held with headquarters personnel to ascertain the policy objectives of their respective prescreening programs. In addition, applicable instructions and guidelines were reviewed to determine specific policy and procedural requirements. Finally, visits were made to sites conducting prescreening for each of the services to observe operational activities and obtain copies of forms and questionnaires being used as a part of the prescreening process. Copies of these forms and questionnaires are provided in the appendixes C, D, E, and F for the Air Force, Army, Navy, and Marine Corps respectively.

For purposes of this report, sensitive jobs were divided into the following four categories:

1. **SCI** - These jobs require a Top Secret clearance as well as access to Sensitive Compartmented Information (SCI). The Special Background Investigation (SBI) is used to meet investigative requirements.

2. **Top Secret** - Jobs in this category require a Top Secret clearance. The Interview Oriented Background Investigation (IBI) is used to meet the investigative requirements.

3. **PRP Critical** - These jobs require nuclear duties where the assigned individual possesses both access plus technical knowledge or other attributes that could potentially place the nuclear weapons at risk. The jobs are covered under the DoD Personal Reliability Program (PRP) and may or may not require a Top Secret clearance. The IBI meets investigative requirements.

4. **PRP Controlled** - Jobs in this category require nuclear duties; however, the individual has access but no technical knowledge of the weapons. The jobs are covered under the PRP program and the Entrance National Agency Check meets investigative requirements. Clearance level is at Secret or below.

Issue Case Rates

Selective data on all background investigations (including issue case status) are maintained on the Defense Central Index of Investigations (DCII) data base, a copy of which is stored at the Defense Manpower Data Center (DMDC). DMDC provided PERSEREC with issue case rates for enlisted accessions during the period FY-83 to

FY-86. The sample included 60,329 enlisted accessions (i.e., individuals who actually entered active duty) who had received either an IBI or a SBI during their first 6 months of active service. The 6-month restriction was placed on the sample in order to eliminate those personnel whose processing was not initiated upon entry (or shortly thereafter) into military service. Issue case rates were broken out by type of investigation and branch of service. This sample represented individuals who had favorably passed the initial service prescreening since investigations are not requested for personnel who fail to pass this hurdle.

Unsuitability Discharge Rates

DMDC also provided PERSEREC with data on unsuitability discharge rates. In order to examine rates of unsuitability discharges during the first 3 years of active duty, the total sample included all first-term (non-prior service) enlisted personnel who entered active duty during FY-83 and FY-84. Unsuitability attrition was defined as being discharged during any point in the first 3 years of service for failure to meet minimum performance and behavioral criteria. (Operationally, this was defined as having inter-service separation codes in the range of 060 to 087 or 101 and 102.)

In order to make comparisons with personnel who did not go through prescreening, data were obtained for both personnel who received a background investigation and for all other enlisted accessions. The sample included 578,560 accessions for the 2-year period, FY-83 and FY-84, who did not receive a background investigation during their first 6 months of active duty. Unsuitability discharge data were also obtained for the 29,138 enlisted accessions who entered service during this 2-year period and who also received background investigations during their first 6 months in service.

RESULTS

Air Force Screening Process

There are two key factors that influence the current Air Force security screening process. First, the Air Force has the largest manpower pool upon which to draw, i.e., more young men and women make the Air Force, rather than another military service, their first choice. Due to this selectivity, the Air Force only provides specific job guarantees to approximately 50 percent of its accessions. Although the percentage can vary depending upon the recruiting climate, it is usually a far lower percentage than the other services. The remaining accessions are guaranteed jobs in one of four aptitude areas (mechanical, administrative, general, or electronic). Second, the Air Force is the only service where all enlisted accessions go through recruit training at one site -- in this case, Lackland Air Force Base.

The above factors affect the program in two ways. First, the Air Force has less need for conducting intensive security screening at the MEPs. Even if personnel guaranteed schools at the MEPS are later screened out at Lackland, there are still a large number of other highly qualified personnel who can be side-loaded into the potentially vacant school seats. The Air Force can thus choose from approximately 50 percent of its accessions while they are at recruit training. Second, the use of just one recruit training site allows the Air Force to operate a centralized organization to screen all potential accessions for high security risk jobs. This provides advantages in terms of economies of scale, allocation and training of personnel, and consistency of program implementation.

Policy Guidance

Headquarters, Air Force Office of Security Police (AFOSP), Directorate of Information Security, located at Kirtland Air Force Base, New Mexico, administers the Air Force Personnel Security Program. The key implementation instruction is Air Force Regulation 205-32, USAF Personnel Security Program, dated 26 June 1987. AFOSP formulates, interprets, and disseminates Air Force personnel security policy. The Air Force Security Clearance Office (AFSCO) adjudicates all personnel security investigations and is the single Air Force authority for granting, denying, or revoking security clearance eligibility. For SCI access, AFSCO personnel perform an initial adjudication of the SBI for a Top Secret clearance. However, final adjudication and granting of SCI access is performed by the Assistant Chief of Staff, Intelligence(HQ/INSB Personnel Security Division) located at Bolling Air Force Base.

Jobs Covered by Special Screening Procedures

The Air Force has a large number of job categories or Air Force Specialty Codes (AFSCs) that are covered by special screening procedures for personnel security. A list of these AFSCs by different job categories is presented in Table 1.

Overall, the Air Force currently has 12 SCI, 11 Top Secret, seven PRP (Critical), and nine PRP (Controlled) specialty codes that require special screening for new enlisted accessions entering those job types.

Security Screening at the MEPS

The Air Force strategy for prescreening applicants for sensitive jobs is very functional. All applicants, after they have been determined to be mentally, physically and morally qualified for entry into the Air Force, complete ATC form 1408 (independent of whether or not they are seeking a sensitive job classification). The process of filling out the form is relatively straightforward. It is completed by the Air Force job counselor, who is usually a senior enlisted person. This is accomplished at the MEPS during a face-to-face interview with the applicant. A copy of this form appears in Appendix C, page C-1. The form covers marijuana use in last 6 months, waiver status, alcohol abuse, psychological problems, financial irresponsibility, suspension from school, employment problems, and non-US citizenship status. A yes answer to any one of these questions results in a sensitive job code (SJC) of (B), which means ineligible for sensitive jobs.

A (C) SJC code, ineligible for some sensitive jobs, results if the above questions are answered no but either any member of the applicant's immediate family is not a U.S. citizen or if the applicant has a blood relative residing in a communist country. This code limits the applicant to some of the PRP jobs. Finally, a "clean" form results in a SJC code of (F) or eligible for sensitive jobs.

The goal is to get a clear yes or no answer. If there are any strong doubts, as there can be with the alcohol abuse and financial irresponsibility questions, the counselor usually opts towards the more conservative B or ineligible code. Later screening at Lackland can change these codes, which could affect job assignments for recruits who were not guaranteed specific jobs at the MEPS. The SJC code for an applicant is entered into the computerized school assignment system called PROMIS (see Appendix A for a description). The result is that for those 50 percent or so of the applicants who will be in the guaranteed training enlistment program (GTEPs), the assignment system only allocates sensitive job guarantees for applicants with a (F) or (C) code. The computer algorithm never even considers a (B) coded applicant for these jobs.

Table 1

List of Air Force Specialty Codes (AFSCs) Screened for Personnel Security

AFSC	Job Description
	SENSITIVE COMPARTMENTED INFORMATION
11130	Defensive Aerial Gunner (This is a PRP rating that requires an SBI)
20130	Intelligence Operations Specialist
20131	Target Intelligence Specialist
20230	Radio Communications Analysis Security Specialist
20530	Electronic Intelligence Operations Specialist
20630	Imagery Interpreter Specialist
20731	Morse Systems Operator
20732	Printer Systems Operator
208XX	Cryptologic Linguist Specialist
20930	Defensive Countermeasure Specialist
30630	Electronic Communications and Cryptologic Equipment Systems Specialist
30633	Telecommunications Systems Maintenance Specialist
	TOP SECRET
11230	In Flight Refueling Operator
11630	Airborne Communication Systems Operator
23330	Imagery Production Specialist
27430	Communications and Control Specialist
32835	Airborne Command Post Communications Equipment Specialist
34137	Missile Trainer Specialist
49131	Communications Computer Systems Operator
49330	Communications Computer Systems Control Specialist
99104	Systems Repair Technician
99105	Scientific Measurement Technician
99106	Scientific Laboratory Technician
	PRP (CRITICAL)
41130	Missile Systems Maintenance Specialist
41131C	Missile Maintenance Specialist
41132	Missile Facilities Specialist
41133	Missile Pneudralic Specialist
46230	Missile Liquid Propellant Systems Maintenance Specialist
46330	Nuclear Weapons Specialist
46430	Explosive Ordnance Disposal Specialist
	PRP (CONTROLLED)
32130	Bomb Navigation Systems Specialist
32131	Defensive Fire Control Systems Specialist
41130F	Missile Systems Maintenance Specialist
43131J	Tactical Aircraft Maintenance Specialist
43132	Strategic Aircraft Maintenance Specialist
45733A	Offensive Avionics Systems Specialist
45733B	Aircraft Computer and Multiplexing Systems Specialist
45733C	Defensive Avionics Systems Specialist
81130	Security Specialist

It should be noted that the job counselor has additional information besides the interview that can be used to determine the answers to the ATC form 1408 questions. All applicants have already completed the DD form 398-2, which is used to request the Entrance National Agency Check (ENTNAC). The 398-2 has arrest information since the ENTNAC is basically a computerized check of FBI and security clearance records. Likewise, the applicant has completed DD form 1966, which is the basic application for enlistment into the military services. The DD form 1966 also contains information on problems with the law and citizenship status. Finally the job counselor has access to the AF Form 2030 (USAF Drug and Alcohol Abuse Certificate), which was completed earlier and has information on drug waivers.

As is true in all the services, many applicants do not enter the Air Force immediately after being processed at the MEPS. They enter the Delayed Entry Program (DEP) where they are allowed a period of time (sometimes up to a year) prior to reporting for active duty. When applicants come out of the DEP, they come to the MEPS for final processing. At this time, the 2030 drug form is completed again and any drug usage during DEP would automatically disqualify the individual for sensitive jobs.

During FY-86 and FY-87, the distribution of SJC codes for enlisted accessions entering Lackland was approximately as follows: (B) ineligible - 14 percent, (C) ineligible for some sensitive jobs - 5 percent, and (F) eligible for sensitive jobs -81 percent.

The Air Force screening at the MEPS for sensitive jobs is very limited. Job counselors receive limited training in filling out the 1408, and any counselor can gather the 1408 information. However, given the more selected manpower pool the Air Force draws upon as well as the capability to classify recruits at Lackland into sensitive jobs, the Air Force system serves as a very cost effective and non-time consuming initial screening process. The thorough followup screening that occurs at Lackland compensates for the less intensive early screening.

Security Screening at Recruit Training

The second stage of the security screening is performed by the 3507th Airman Classification Squadron at Lackland Air Force Base. This screening encompasses an evaluation on the sixth day of recruit training performed by enlisted job counselors and, for any accession requiring a BI/SBI, an additional 10th day evaluation. The 10th day screen, which is the most indepth interview, is conducted by personnel from the Sensitive Skills Support Section. As of mid-1988, this section had four junior officers (01/02) and two GS-9 civilians.

The job counselors who conduct the sixth day screen have not received any specific training in personnel security screening; however, they have conducted numerous interviews as part of the classification process at Lackland. Likewise, interviewers in the Sensitive Skills Support Section have only received on-job training.

The screening process at Lackland can best be understood in terms of sequential stages occurring at various points in the 31 days of recruit training. These four stages are presented below.

Day 4. On day 4 of recruit training, all basic trainees come to the 3507th for processing. If they are nonschool guarantees, they also see lists of jobs for that week's group and read written job descriptions and then indicate their assignment preferences. All recruits fill out the four-part ATC form 712, which is a biographical questionnaire (see Appendix C, pages C-2 to C-5.

Page one of form 712 requests basic background information including educational, employment, and criminal data as well as any involvement with illegal drugs. Page two is used to record interview results from the 10th day evaluation. Page three consists of a two-part psychological questionnaire including a sentence completion test. Finally, page four is used for legal, privacy act, and other administrative concerns.

Day 6. On the sixth day, the trainees come back for additional processing. Job counselors verify information in personnel and medical records. These records are compared with information disclosed by the recruit on the front page of the ATC form 712 biographical questionnaire. Interviewers also look at ATC Form 722, PRP/in-Service Drug Use, which is filled out just prior to the interview. This form is very similar to the ATC form 1408 filled in at the MEPS except that it has more questions on drug usage. The counselor also assesses emotional stability using information available in the recruit's personnel records. If the counselor spots a problem, the recruit will be referred to a psychologist for a more indepth examination.

Based on the above assessments, the interviewer determines whether or not the recruit is qualified for a sensitive job. This is done for both individuals with job guarantees and for other recruits before they state their choices. Thus, recruits are not permitted to state a choice for a job for which they do not qualify. Individuals who are being considered for classification into sensitive jobs will later participate in the 10th day screen along with individuals who pass this screen and who were previously guaranteed a sensitive job.

From a personnel security standpoint, the interviewer is attempting to determine whether the individual will meet the reliability and trustworthiness criteria required for a

successful SBI/IBI or for the PRP program. The orientation at this point is to qualify the individual rather than to emphasize disqualification. Only the most obvious cases are disqualified. Nonetheless, besides steering non-GTEP recruits away from sensitive jobs, some recruits guaranteed sensitive jobs are also disqualified. In most cases, these individuals are reclassified into nonsensitive jobs rather than discharged from the Air Force.

For individuals who have been classified into PRP (Controlled) jobs, day six is the final screening prior to an assessment at their new assignment. However, individuals in the other three categories (PRP (Critical), Top Secret, and SCI) now proceed on to a more thorough 10th day screen.

Day 10. On the 10th day, all trainees who have potential sensitive job assignments (either as a GTEP or as a result of the sixth day classification) report back to the 3507th for additional screening. Prior to reporting, these trainees have completed a rough draft of their DD Form 398-2, which will provide the interviewer with additional information for consistency checks. The 398-2 form is the basic document used by the services to request either an IBI or an SBI. The interviewers, called Sensitive Skills Adjudicators, also have personnel and medical records available for background information as well as the biographical questionnaire.

The interview is conducted face-to-face and takes approximately 15 to 25 minutes. Each interviewer uses a similar structured format; however, styles vary in terms of techniques used for probing potential problem areas. The interview covers criminal, citizenship, financial, reliability, trustworthiness, and drug and alcohol abuse areas. One assessment, unique to the Air Force, is the use of the psychological data provided in the biographical questionnaire. These psychological tests are not keyed to provide an overall adjustment score. Rather, the interviewer focuses on certain critical items that could indicate potential problem areas and that require followup in the interview, e.g., "It is usually true that I am unable to control my temper."

According to 3507th personnel, the orientation of the 10th day interview, unlike the sixth day interview, is to disqualify rather than qualify. It is interesting to note that the screening process does not differ as a function of access level. Interviewers conduct similar interviews independent of whether the individual is in the SCI, Top Secret, or PRP (Critical) group. One minor difference is that former Peace Corps members are not allowed to enter SCI billets but may go to PRP jobs.

This Peace Corps restriction is also the case for SCI billets in the other military services. It resulted from a concern when the Peace Corps was established that it not be perceived as an intelligence gathering agency of the U. S. government. As such, participation in the Peace Corps followed by subsequent service in military intelligence

billets might be seen by foreign governments as linking the Peace Corps with our intelligence agencies.

During FY-87, 8505 interviews were conducted by the 3507th on the 10th day. A total of 914 or 10.7 percent of the trainees are disqualified at this stage. The disqualification rates were 14.7 percent for recruits on open contracts who were classified into sensitive jobs on the 6th day of training and 5 percent for GTEPs. Again, unless the disqualification resulted from fraudulent entry, an attempt is made to place these personnel in other nonsensitive ratings. Table 2 presents a list of the factors that resulted in disqualification.

Table 2

FY-87 Disqualifications of Air Force Accessions During 10th Day Screening

Reason for Disqualification	Percentage (N = 914)
Character Disorder	24.5
Legal History	22.0
History of Irresponsibility	10.1
Unfavorable Credit References	8.5
Citizenship of Relatives	7.6
Drug Abuse/Marijuana	7.4
Excessive Indebtedness	6.9
Excessive/Habitual Use of Alcohol	6.5
All Others	6.5

The area that resulted in the most disqualifications (24.5%) was character disorders/psychological problems, followed by an unfavorable legal history (22.0%). Individuals who were disqualified because of character disorders were also assessed by a psychologist in addition to the assessment during the 10th day interview. It should be noted that all individuals reporting to the 10th day interview had already successfully passed the 6th day screen. Hence, it appears that the more indepth interview was

important in identifying another subset of potential security risks. Independent of security considerations, the 914 individuals disqualified at this stage represent a significant cost avoidance. First, a large number of potentially unfruitful SBI/IBIs were eliminated. Second, if these individuals had completed all or a portion of their technical training prior to having a clearance denied, these training costs would have been wasted.

Additional assessments. After trainees successfully pass the 10th day screen, a formal request is initiated to DIS for a SBI or IBI depending on the job clearance requirement. However, the 3507th now initiates another phase of screening that is again unique to the Air Force program. For each trainee for whom a SBI or IBI is being requested, at least three letters are sent to request character references (see Appendix C, pages C-6 and C-7 for a copy of the form). Also, at least one law enforcement inquiry is initiated (see Appendix C, pages C-8 and C-9). Finally, a credit, employment, and/or education inquiry is sent if there are any doubts in these areas (see Appendix C, pages C-10 to C-15).

If replies from these inquiries uncover any new derogatory information, the trainee is brought back to discuss the issue. If the trainee has left Lackland, the derogatory information is forwarded to his or her new training command for action. While these inquiries very seldom uncover new derogatory information, 3507th personnel feel they are still important because a few potential security risks are identified. Also, it allows them to cancel some requests for formal DIS investigations that may prove to be too negative to grant a clearance.

The 3507th unit performs one final screen that is again unique to the Air Force. For every trainee who successfully passes the 10th day screen, peer evaluations are obtained from other individuals in his or her flight squadron (see Appendix C, page C-16). These evaluations are then scanned by the adjudicator who conducted the original interview. If the evaluations warrant followup, the trainee is called back in for additional consultation. Again, this process leads to only a few disqualifications, but 3507th personnel feel it has merit because it taps a source of information not covered in other parts of the screening and usually not assessed in the DIS SBI/IBI.

Final Adjudication

While the 3507th performs a screening and adjudication function, it does not perform the final adjudication. As mentioned earlier, this function is performed by AFSCO. AFSCO has access to all the information gathered by the 3507th as well as new data generated by the formal DIS investigation. There are no data available giving clearance denial rates for enlisted accessions receiving SBIs or IBIs; however, it has been estimated by adjudicators to be less than one percent. Also, in some cases, this

is the result of activities by the new accession that occurred after training at Lackland. Overall, this low denial rate suggests that the Air Force screening program is doing an effective job of screening out individuals who would not successfully pass final adjudication.

Army Screening Process

The current structure of the Army security screening process is predicated on the facts that (1) the Army must recruit many more enlisted accessions than the other services, and (2) to compete successfully for such a large number of quality personnel, the Army must provide specific job guarantees to most of its accessions while they are being processed at the MEPS.

These factors necessitate that the Army conduct intensive screening at the MEPS. If individuals who are guaranteed school seats for sensitive jobs later become disqualified during recruit training, the Army, unlike the Air Force, cannot replace or side-load new personnel into these slots. In the early 1970s, the Army did not conduct intensive screening at the MEPS. Recruiters filled quotas; however, approximately 30 percent of these enlistees did not qualify for their security clearances. Clearly, the recruiters were responding more closely to quota requirements rather than to security requirements. The result was a loss of valuable school seats and a resultant shortage of personnel in certain sensitive job specialties.

The Army's current screening effort, the Personnel Security Screening Program (PSSP), includes four basic phases:

> Phase I - Initial preenlistment screening and selection is conducted by a security interviewer at the MEPS. IBIs are requested where appropriate.
>
> Phase II - A followup intensive interview for SCI candidates is conducted by a military intelligence interviewer during the basic training phase.
>
> Phase III - Interim security adjudications are made and an interim security clearance is granted/denied for SCI candidates. SBIs are requested for SCI candidates. Both of these steps are accomplished right after the phase II interview.
>
> Phase IV - Final adjudication is completed based on information from either Phase I and/or Phase II along with the results of the SBI/IBI.

After a brief overview of policy guidance and jobs included in the program, Phase I and Phase II will be discussed in detail. Phase III and IV will only be discussed as they interact with the processes occurring during the first two phases.

Policy Guidance

Personnel Security policy in the Army is under the purview of the Deputy Chief of Staff, Intelligence. However, the PSSP is operated and managed by the Commander, U. S. Total Army Personnel Agency (TAPA) Alexandria, Virginia. Specifically, the Chief of the Personnel Security Branch at TAPA is the central management point for PSSP. This branch also performs the necessary coordination with other affected commands including Training and Doctrine Command (TRADOC), US Army Recruiting Command (USAREC), and US Army Intelligence and Security Command (INSCOM).

Program guidelines are provided by TAPA Operating Instruction 604.1 (28-86) of 1 January 1986, Personnel Security Screening Program. In addition, a TAPA SOP dated 1 January 1987 entitled Security Interviewer provides detailed instructions for security interviewers operating at the MEPS. The Army has one central adjudication facility, the U. S. Army Central Personnel Security Screening Clearance Facility (CCF), located at Ft. Meade, Maryland.

Jobs Covered by Special Screening Procedures

The Army has a large number of jobs or Military Occupational Specialties (MOSs) that are covered by the special screening procedures of the PSSP. A list of these MOSs by different categories is presented in Table 3.

For enlisted accessions, the Army currently has 19 SCI, two Top Secret, three PRP (critical), and four PRP (controlled) MOSs. Overall, approximately 56 percent of the PSSP workload involves screening for the linguist MOSs (e.g., 98C and 98G)

Table 3

List of Army Military Occupational Specialties (MOSs) Screened for Personnel Security

MOS	Job Description
	SENSITIVE COMPARTMENTED INFORMATION
05D	EW/SIGINT Identifier/Locator
05H	EW/SIGINT Morse Interceptor
05K	EW/SIGINT Non-Morse Interceptor
29G	Digital Communications Equipment Repairer
29H	Automatic Digital Message Switch Equipment (ADMSE) Repairer
33P	EW/Intercept Strategic Receiving Subsystem Repairer
33Q	EW/Intercept Strategic Signal Processing/Storage Subsystem Repairer
33R	EW/Intercept Aviation System Repairer
33V	EW/Intercept Aeriel Sensor Repairer
33T	EW/Intercept Tactical System Repairer
72G	Automatic Data Telecommunications Operator
81Q	Terrain Analyst
96B	Intelligence Analyst
96D	Imagery Analyst
97B	Counter-Intelligence Agent (Assistant)
97G	Signal Security Specialist
98C	EW/SIGINT Analyst
98G	EW/SIGINT Voice Interceptor
98J	EW/SIGINT Noncommunications Interceptor
	TOP SECRET
29F	Fixed Communications Security Equipment Repairer
36L	Electronic Systems Switching Repairer
	PRP (CRITICAL)
12E	Atomic Demolitions Munition Specialist
55D	Explosive Ordnance Disposal Specialist
55G	Nuclear Weapons Maintenance Specialist
	PRP (CONTROLLED)
15E	Pershing Missile Crew Member
21G	Pershing Electronics Material Specialist
24U	Hercules Electronic Mechanic
95B	Military Police

Security Screening at the MEPS

The Security Interviewers (SIs) at the MEPS only screen Army applicants who have already met the moral, physical, and mental qualifications for enlistment into the Army. The potential interviewees meet first with an enlisted Army job counselor to discuss job options. The SIs then interview personnel who have been assigned a sensitive job MOS via the Army's computerized job-person match system, the Army Recruiting Quota System (REQUEST) (see Appendix A for a description). In some cases, individuals who express a strong desire for a particular sensitive MOS will first be sent to the SI to determine if he/she meets the requisite security requirements. If this individual passes the screen, job classification will then be finalized via REQUEST.

The Army initiated intensive security screening at the MEPS with establishment of the PSSP in 1979. Initial consideration was given to using military intelligence (MI) personnel as security interviewers; however, Army Recruiting command felt that MI personnel might negatively impact on recruiting new accessions. Also, there was a shortage of MI agents. For these reasons, the Army opted for using Personnel Sergeants (MOS 75Z) at the E6/E7 level. These senior noncommissioned officers (NCOs) are currently assigned to a Personnel Security Detachment (PSSD) at one of three TRADOC installations (Fort Dix, New Jersey, Fort Jackson, South Carolina, or Fort Leonard Wood, Missouri).

The SIs work at and are assigned to a MEPS in a particular geographical region. They are attached to their respective Army Recruiting Battalion for logistical support only. Operational control is maintained by the PSSD Commander, who in turn reports to the Chief, Personnel Security Branch, at TAPA. All new SIs are closely screened by TAPA and only volunteers are ultimately assigned to the MEPS.

From 1979 to 1984, there were 68 SIs assigned to different MEPS. However, manpower constraints resulted in a 50 percent reduction during FY-85 and FY-86. As a result, the remaining 34 personnel were assigned to the larger MEPS and went temporary duty to the smaller or satellite MEPS on an "as required" basis. This change had a negative impact on the quality of the overall screening, which is discussed in a later section.

The Army has solved the above problem by drawing on a second source of personnel for their SIs. The current plan is to select approximately 50 percent of the SIs from the Spaced and Imbalanced MOS (SIMOS). SIMOS personnel are working in cryptology and almost every SIMOS individual has SCI access. Most jobs for SIMOS personnel are at overseas bases; hence, there are limited billets in the United States for alternative rotation. Thus, some of these individuals will be selected for SI duty. Similar to the Personnel Sergeant SIs, new personnel will be screened on past performance,

initiative, communication skills, success at previous independent duty, and lack of any financial problems.

On-job training is the only interviewing preparation that the SI receives. Initial assignment orders direct the new SI to spend 3 days temporary duty at the cognizant detachment for general orientation. Additional refresher training is conducted once a year at each of the three detachments. All SIs in the geographical region are called in for this annual training along with headquarters' staff, DIS agents, and other selected individuals for the purpose of improving field performance. Also, all SIs are visited at least once a year by the Chief of PSSP Branch as well as on a more frequent basis by the Detachment Commander.

The SIs employ two different types of screening approaches described below depending upon whether the applicant is being considered for SCI and/or Top Secret access or for the PRP program.

Security screening process (SCI and Top Secret). All applicants at the MEPS who are classified for MOSs requiring either SCI access or a Top Secret clearance are sent by the job counselor to the SI for an indepth security interview. The applicant first completes the Army's Security Screening Questionnaire (Form 169-R) (see Appendix D, page D-1 through D- 9 for a copy of the 169-R).

The 169-R requests basic identifying information, foreign connections and travel, drug use, background data on financial, legal, and moral areas, employment problems, and a variety of other relevant issues. The security interview lasts 10 to 30 minutes depending on the type of information reported on the 169-R. The SI also has access to the applicant's other personnel and medical records. While the SI strives to obtain the most complete information, he/she does not want to cause the applicants to change their mind about enlisting in the Army. In this regard, the SIs wear Army uniforms, stress that they are interviewers and not military intelligence agents, and operate within a context where the applicant is still a civilian.

In those cases where self-reported derogatory information may be disqualifying, the SI obtains telephonic adjudication determinations from either the PSSP Detachment Commander (for minor issues) or the CCF at Fort Meade. Policy directives stress that the SI is an information gatherer and not an adjudicator. Nonetheless, the quality of the information gathered by the SI clearly impacts on the initial adjudication decision.

Most individuals who qualify for a sensitive job enter the DEP rather than reporting directly to recruit training. They thus must complete an updated 169-R when they return to the MEPS for final processing. They are not given access to their answers on the original 169-R since detection of initial falsification as well as reporting

of interim activities are the objectives of this exercise. Any new derogatory information must again be telephonically adjudicated.

For those individuals qualified for a job requiring an IBI, the SI will forward a DD Form 398 to the PSSP Detachment Commander along with a request for DIS to conduct an ENTNAC and a Personal Security Investigation. This can be done after the initial MEPS interview so that the DIS IBI can be initiated and sometimes completed while the individual is in DEP. Applicants for SCI MOSs take the 398 along with the original and updated 169-R forms to the PSSP Detachment at their basic training site.

Security screening process (PRP). The screening process for applicants at the MEPS entering PRP critical MOSs is identical to the procedures described above. However, these individuals along with personnel applying for PRP controlled MOSs also see the SI for the purpose of completing a four part Personnel Reliability Program Screening Questionnaire (189-R) (see Appendix D, pages D-10 and D-11). It should be noted that those applicants in the PRP critical MOSs will also have completed and been interviewed concerning their responses to the 169-R; PRP controlled applicants do not go through this process.

The interview using the 189-R is shorter and more focused than that using the 169-R. The emphasis is on identifying objections to nuclear weapons, experimental marijuana and hashish use, morally disqualifying waivers, and illegal use of hard drugs. Unlike individuals who apply for SCI and Top Secret MOSs, even one use of hard drugs (e.g., cocaine, amphetamines, LSD, etc.) is an automatic disqualifier for the PRP. Like the 169-R, separate 189-R forms are filled out when entering the DEP and when leaving the DEP to begin active duty.

During FY-85, 8799 security interviews were conducted at the MEPS by SIs. A total of 4143 individuals or 47 percent were disqualified from sensitive MOSs. The rejection rate for FY-86 was 36 percent based on 8508 interviews, and the rejection rate for FY-87 was 33 percent based on 8274 interviews. Without this screening and given that a formal DIS background investigation would have been requested for a large proportion of these rejected individuals, the cost avoidance generated by the MEPS screening process was very significant for the Army. Also, if any of these rejected individuals would have made it past the screen at basic training and the final adjudicative screen, and the initial SI assessment was correct, it would have meant that a number of potential security risks would have entered sensitive jobs in the Army.

The large drop in the number of rejections from FY-85 to FY-86 was the result of the decrease in the number of SIs. At the MEPS without a permanent SI, job counselors did not want to wait until the SI could come TDY; thus, they often sold the

applicant on another nonsensitive MOS. Only applicants with extremely clean records were sold sensitive jobs.

While at first glance this may appear to be functional for the Army, it actually created problems. The Army had fewer people to choose from for sensitive jobs and started losing training seats. Also, each SI was now forced to conduct more interviews (of lower quality) in a shorter period of time when they returned from their TDY assignments. This resulted in a higher disqualification rate for SCI applicants during phase II with the resultant loss of training school seats. The pressures created by these problems led to the SIMOS solution discussed earlier.

It should be noted that individuals disqualified during phase I are usually not lost to the Army. Indeed, if a SI disqualifies an applicant, an attempt is made to interest the person in a nonsensitive job. Actual job classification is left to the job counselor at the MEPS; however, the SI tries to ensure that the disqualification has not soured the individual on an Army enlistment.

Security Screening at Recruit Training

As mentioned earlier, the Army has three PSSP detachments located at Fort Dix, New Jersey; Fort Leonard Wood, Missouri; and Fort Jackson, South Carolina. Depending on the location of the advanced training school attended after recruit training, all accessions potentially entering sensitive jobs will go to one of these three sites. Accessions that are entering PRP or Top Secret jobs only have a final records check at this stage. Additional screening for the Top Secret and PRP critical groups will occur during adjudication of background investigation findings. Also, all PRP candidates will undergo a final screen at their new command.

Phase II, then, is primarily directed at applicants for jobs that require SCI access (see Table 3). This screening is essential for the Army because it provides final information used in granting or denying interim SCI access. All SCI accessions must have this interim clearance prior to reporting to advanced training.

On the third day after their arrival at recruit training, new accessions entering SCI jobs report to the PSSP Detachment. They receive a group briefing stressing the importance of the screening interview and other personnel security assessments that they will be undergoing prior to getting a final clearance. In addition, each accession views a 34-minute movie that provides an orientation to SCI access and controls. A detailed review is made to ensure all paperwork is in order and an interview is then scheduled with a military intelligence (MI) interviewer.

The MI interviewers are all active or reserve duty Army personnel who range from E4 to 02. They all have experience as trained MI agents; however, there is no formal training for the phase II interviews. The Army MI interviewers all dress in civilian clothes because they feel that this presents a "new and imposing" element to the basic trainee. Up to the point of the interview, every authority figure the recruit has seen has worn a uniform. Now, the recruit faces an imposing MI agent in civilian clothes who can read the enlistee his rights. Army PSSP people feel this situation creates a strong impact on the interviewees that often makes them report information previously withheld. A secondary reason for the civilian clothes is to de-emphasize the role of military rank in the interviews. All agents want to be considered as professionals independent of their grade or rank.

This final interview, on day four of training, includes completion of the Personnel Security Screening Interview form (IA Form 92) (see Appendix D, pages D-12 through D-15). This form requires background data, legal history information, and other administrative data. The form is also used to document the results of the interview. The MIs use a semi-structured interview format and also have access to the applicants' personnel records, 169-R, the 398, and the IA-92. Prior to the interview, the agents assess internal consistency of the information reported on the different forms. The actual interview can run anywhere between 15 and 30 minutes depending on whether or not new derogatory information is uncovered. If any potentially serious information is uncovered, the MI will read the trainee his/her rights prior to probing in greater depth.

The orientation of the MIs, like DIS investigators, is to be objective rather than to evaluate. The goal of the interview is to uncover potentially derogatory information but not to judge it. This adjudicative role is left to CCF. If CCF decides to deny interim SCI access, a formal letter of inquiry (LOI) is sent to the PSSP detachment, and the individual is removed from consideration for an SCI job. Trainees rarely challenge this denial although they do have due process rights. They are then either reclassified into nonsensitive jobs or, if the information is serious, discharged from the Army.

During FY-86, a total of 4733 phase II interviews were conducted. These interviews resulted in a rejection rate of 195 trainees or 4.1 percent. Again, the cost avoidance gained by not initiating these SBIs was significant. In most of these denials, multiple areas of derogatory information were uncovered, i.e., drugs, law violations, debts. As mentioned earlier, because of the decrease in SIs at the MEPS, the rejection rate for FY-87 (4.6% based on 4472 interviews) was higher than the rate for FY-86. Because the Army front loads SCI job applicants to cover for expected losses during recruit training (based on historical data), this unexpected increase resulted in lost school seats for the Army in FY-86. The recent use of SIMOS personnel to augment the number of SIs at the MEPS should help reduce the rejection rate during phase II.

Final Adjudication

The information gathered during phase II interviews, as well as the 169-R from the MEPS, is forwarded to CCF. The CCF then makes the final adjudication for SCI access based on the DIS investigation results and on the phase I and phase II information. The denial rate for clearances at this point is very low (estimated to be approximately one percent). This denial can often be the result of activities that occurred after the individual completed the phase I and phase II screen. Hence, the actual number of individuals who do not report potentially disqualifying derogatory information at some point in the screening process, and later have this information uncovered during the background investigation, is less than one percent.

Navy Screening Process

Compared to the Air Force and the Army, the Navy has the most decentralized process for screening enlisted accessions for sensitive jobs. Unlike the Air Force but like the Army, the Navy must compete more intensely for its new accessions. Interestingly, unlike the Army, the Navy has not opted for intensive screening at the MEPS. Instead, it allows job counselors at the MEPS to conduct limited security screening and then conducts more intensive screening at the Recruit Training Centers. The Navy is unique in one other way. The screening for jobs requiring Top Secret clearances or PRP status is considerably less intense than that conducted for SCI access. On the other hand, the final interviews conducted at boot camp for potential SCI access are perhaps the most thorough of any of the services.

Policy Guidance

The Office of Naval Intelligence (OP-009) is tasked with establishing policy for and implementing the Navy's Personnel Security Program. For collateral clearances (Top Secret and below), the Naval Security and Investigative Command in Silver Spring, Maryland, is specifically tasked with program implementation. Implementation of the SCI screening program is the specific responsibility of two agencies. For the Intelligence Specialist (IS) rating, the Navy Intelligence Command (NIC) takes the lead. For Cryptologic Technician (CT) ratings, the Naval Security Group Command Headquarters (NSG HDCS) has responsibility.

The Navy is currently centralizing its adjudication for collateral clearances. This responsibility will be vested in the Department of the Navy Central Adjudication Facility (DON CAF). Adjudication for SCI access is again split with the NSG HDQS handling the cryptologic ratings and NIC the intelligence ratings. The key implementation vehicle for the Navy's personnel security program is OPNAVINST 5510.1H dated 29 April 1988.

Jobs Covered by Special Screening Procedures

The Navy has a number of ratings that are covered by special screening procedures for personnel security. A list of these ratings by different job categories is presented in Table 4.

The Navy currently conducts security screening for accessions for eight SCI , three Top Secret, eight PRP critical, and three PRP controlled ratings. In the following sections, the significantly different screening procedures for jobs requiring SCI access are discussed separately from those in the other three categories.

Security Screening at the MEPS

Screening differs depending upon whether or not the individual is being considered for jobs that require SCI access.

SCI ratings. After applicants meet the basic moral, physical, and aptitude requirements, the job counselor or classifier at the MEPS uses the on-line computer job match system (Navy Classification and Assignment with Pride (CLASP)), which is discussed in Appendix A. If an applicant is matched with a sensitive job requiring SCI access, the job counselor must conduct an informal screen. The counselor ensures that the applicant and his/her immediate family members, including spouse, parents, and siblings, are U.S. citizens.

In addition, the applicant is encouraged to report any significant derogatory information at this time. He/she is warned that intensive screening will be conducted later at boot camp and during a DIS investigation. Navy regulations specify that moral turpitude offenses are generally disqualifying. However, this area requires considerable subjective judgment. At some of the MEPS (San Diego, for example) the counselors use a structured interview form to guide them in asking questions about areas that could potentially disqualify the individual for SCI access (see Appendix E, pages E-1 and E-2 for a copy of the form).

The above form is not mandatory and the screening that occurs can vary as a function of both the counselor and the MEPS location. If the applicant is rejected at this stage, the counselor tries to find a different job in a nonsensitive rating. If the applicant passes the screen, he/she will also undergo a similar screen after the completion of DEP. No data are currently available on the percentage of personnel accepted or rejected at this stage of the screening for SCI jobs.

Table 4

List of Navy Ratings Screened for Personnel Security

Rating	Job Description
	SENSITIVE COMPARTMENTED INFORMATION
CTA	Cryptologic Technician Administrative
CTI	Cryptologic Technician Interpretive
CTM	Cryptologic Technician Maintenance
CTO	Cryptologic Technician Communications
CTR	Cryptologic Technician Collection
CTT	Cryptologic Technician Technical
CTM	Cryptologic Technician Maintenance
IS	Intelligence Specialist
Note: Some logistic support billets for NSG and NIC code "Q" are also screened for SCI. These sometimes include Radioman and Engineman ratings.	
	TOP SECRET
QMS	Quartermaster
RM	Radioman
RMS	Radioman (Submarine)
	PRP (CRITICAL)
FTB	Fire Control Technician (Ballistic Missiles)
FTG	Fire Control Technician Gunfire
GMM	Gunners's Mate Maintenance
GMT	Gunner's Mate Technician
MT	Missile Technician
STS	Sonar Technician (Submarine)
TMS	Torpedo Mate (Submarine)
WT	Weapons Technician
	PRP (CONTROLLED)
STG	Sonar Technician (Surface)
TM	Torpedoman's Mate
GM	Gunner's Mate

Top Secret and PRP ratings. After individuals are linked by CLASP with jobs requiring Top Secret clearances or PRP screening, the job counselor conducts an informal screen. For the Top Secret jobs, the counselor ensures that the applicant meets citizenship status and does not have any disqualifying moral turpitude offenses. For PRP ratings, special attention is given to ensuring the individual meets the basic

drug abuse screening criteria discussed in an earlier part of this report. Again, no data are available on rejection rates.

Overall, the screening conducted at the MEPS is not intensive for either SCI applicants or other sensitive job applicants. The job counselors are aware that most candidates will undergo more thorough screening at the MEPS as well as have a DIS investigation. At this point, no paperwork is initiated for background investigations.

Security Screening at Recruit Training

Again, different procedures are used depending upon level of access being considered.

SCI screening program. Formal prescreening for Navy SCI occupations (Cryptologic Technicians and Intelligence Specialists) is conducted during basic training at the Naval Training Centers in Orlando, Great Lakes, and San Diego. The screening process is conducted by civilian interviewers in the Naval Security Group (NSG) Field Offices at each training site. NIC has an agreement with NSG HDQS to allow these facilities to conduct the screening interviews for personnel in the Intelligence Specialist rating. There are currently three interviewers at Orlando, two at San Diego, and one at Great Lakes.

There is no formal school training for these interviewers; however, these personnel receive significant on-the-job training before being allowed to conduct personnel security screening interviews alone. The Navy currently has extremely competent personnel working at these offices. Their civilian grade levels range up to GS-12. Also, some of the interviewers have 10 or more years of experience in conducting these screening sessions. This combination of relatively senior personnel with considerable job experience results (from the authors' assessment) in the Navy having the most qualified SCI screening interviewers of any of the services.

There are about 200 interviews per month being conducted at Orlando, 90 a month at San Diego, and a limited number at Great Lakes. Orlando processes all female applicants as well as all individuals in the IS ratings. In addition, these offices also screen Marine SCI candidates. This process is discussed in a later section.

The Navy is currently having difficulty attracting sufficient qualified personnel to the sensitive SCI ratings. For this reason, both job classifiers and the NSG interviewer spend time trying to identify suitable candidates at recruit training who were not guaranteed a training school at the MEPS. Thus, the screening interviews are conducted both with individuals who were guaranteed training in these ratings at the

MEPS and with recruits who are now being considered for SCI ratings (nonschool guaranteed personnel).

The interview process begins with a briefing to a group of candidates covering the nature of the ratings, the consequences of not agreeing to take part in the interview, and the paramount importance of honesty during the interview. Recruits are told that if dropped from the program at this stage, they still may get another training assignment. However, if they deceive the interviewer, and are later rejected by information turned up in the very thorough DIS investigation to follow, they are liable to get a general detail assignment. Applicants are then allowed to ask any questions they have about the program.

Those willing to be interviewed (almost all applicants) are then summoned individually and assessed by the interviewer. The interview proceeds in a semi-structured fashion with a general set of topics to be covered. The interviewer has the candidate's personnel folder to refer to in identifying potential security-related issues. This material and the agent's own style and reactions to the interviewee combine to determine the exact sequence and depth of the interview, which can last from 20 minutes to 2 or 3 hours.

Key areas covered in the interview include: citizenship of family and friends, contact with foreign nationals, foreign travel, drug use, alcohol use, police involvement, previous employment, school experiences, financial affairs, relevant sexual behavior, suicide attempts, mental health problems, organizational memberships, and any previous military discipline problems.

Other approaches and areas of inquiry intended to expose information relevant to personnel security are also used depending on the circumstances. These include probing into spare-time interests and activities and asking about parents' occupations. A final approach may involve asking the recruit what is the worst thing that he or she has ever done or what are the most negative things anyone might say about them to a DIS agent during the SBI.

When the interview is completed, the interviewer usually makes the decision on whether or not to continue processing for an SBI; however, if there are unusual circumstances, telephonic adjudication can be conducted with either NIC or NSG Headquarters. The interviewer also prepares a report to document any findings that have security significance. If the individual is rejected at this point, the report provides documentation on the specific reasons. If the SBI is initiated, the report includes any relevant issues discussed during the interview and then is forwarded as part of the request for the DIS SBI as well as being sent to NSG HDQS for consideration during final adjudication.

During FY-86, a total of 1644 interviews were conducted with school guaranteed CT candidates. The rejection rate was 15 percent. In addition, 493 interviews were conducted with nonschool guaranteed CTs, the rejection rate for this group was 29 percent.

For the intelligence ratings, a total of 284 interviews were conducted with school-guaranteed IS candidates. Again, 15 percent of these candidates were rejected. For nonschool-guaranteed ISs, 126 interviews were conducted with a rejection rate of 33 percent. It should be noted that these rejection rates are far higher than those reported at recruit training by the Army (about 5 percent) or the Air Force (about 10 percent). Given the lack of intensive screening at the MEPS, this disqualification rate is not unexpected. However, it does place a heavy burden on the Navy to continue to fill all training seats.

The Navy conducts one additional screening interview that is unique to its program. All CT applicants who pass the recruit training screen and proceed to Monterey, California, for advanced language training, are given one final screening interview toward the end of their training. Because the training can last up to 52 weeks and many of the young enlistees are on their own for the first time, the Navy feels that there are considerable opportunities for the candidates to get into trouble. The same field unit at San Diego that conducted the initial interview also conducts this followup interview, which lasts approximately 15 minutes. While the rejection rate at this stage is very low, it does provide an opportunity to follow up on potential problem areas that were identified during the first interview.

Screening for Top Secret and PRP. The screening program for individuals potentially entering jobs that require a Top Secret clearance or PRP screening is conducted separately from the SCI screening discussed above. This function is performed by military personnel assigned to the Personnel Support Detachment at the Recruit Training Command. The interviewers are usually Navy enlisted personnel at the E-6 and E-7 level. These individuals assume this role as a rotational 2 to 3 year assignment. There is no formal training for the assignment, and interviewing skills are learned on the job. However, interviewers usually have a sensitive job rating.

Candidates for Top Secret and PRP jobs (both school and nonschool guarantees) are brought to the Personnel Support Detachment during the early part of their recruit training. A group briefing describes the program and the security requirements and stresses that those individuals expressing personal mental reservations about the use of tactical nuclear weapons will not be certified for a nuclear related job. This group briefing is then followed by a personal interview that lasts 10 to 15 minutes.

Topics covered during the interview are essentially the same basic areas addressed during the NSG interview discussed earlier. However, this interview is far less intensive and does not involve the indepth probes used by the NSG interviewer. There are currently no data available on the rejection rate from these interviews. Individuals who pass this screening stage have a formal request for a DIS background investigation initiated by the detachment.

Final Adjudication

As mentioned earlier, final adjudication for CT SCI candidates is performed by NSG HDQS while NIC performs this function for the IS rating. Rough estimates are that approximately one to two percent of the applicants have their final SCI access denied. Applicants for Top Secret and PRP critical ratings will have their final adjudication performed by the DON CAF starting in 1989. Until the CAF is fully operational, Commanding Officers at local commands will continue to perform the adjudication for military personnel. No data are available on clearance denial rates.

Marine Corps Screening Process

The Marine Corps screens the least number of people for sensitive jobs. With regard to the MEPS and recruit training, only three occupational fields are screened. These include occupational field 0200 or intelligence (similar to the Navy's IS rating), occupational field 2600 or signals intelligence/ground electronic warfare, and two specific jobs within the 0300 infantry field (the 0311 presidential support option and the 0300 Marine Corps Security Forces or BV option). Personnel entering the BV option are assigned to Marine Barracks or sea duty that may involve PRP-related duties. Table 5 provides a list of specific occupational titles.

The Marine Corps personnel security screening effort operates under the same policy guidance and instructions as the Navy's program. However, specific segments, e.g., Marine Corps recruiters and job counselors, operate under specific Marine Corps policy instructions. The Marine Corps security screening process includes three basic steps. The first takes place with recruiters in the field and at the MEPS while the second and third parts of the process are accomplished at the San Diego or Parris Island Recruit Depots during basic training.

Table 5

List of Marine Corps Occupational Titles Screened for Personnel Security

MOS	Title
	SENSITIVE COMPARTMENTED INFORMATION
0200	Intelligence Occupational Field
0231	Intelligence Specialist
2600	Signals Intelligence and Ground Electronic Occupational Field
2621	Manual Morse Intercept Operator
2631	Non-Morse Intercept Operator
2651	Special Intelligence Communicator
2671	Cryptologic Linguist - Middle Eastern
2672	Cryptologic Linguist - Chinese
2673	Cryptologic Linguist - Korean
2674	Cryptologic Linguist - Spanish
2675	Cryptologic Linguist - Russian
0311	Presidential Support (requires SBI but not SCI access)
	PRP (CONTROLLED)
0300	Infantry-BV Option (Marine Corps Security Forces)

Security Screening at the MEPS

After Marine Corps applicants meet the basic requirements, Marine recruiters perform a classification role in terms of matching applicants to available training slots (see Appendix A for a discussion of the Marine Corps recruit distribution model). For applicants who appear to be interested in and qualified for the 0200, 2600, or 0300 (BV option) occupational fields, the recruiter must first use the following screening criteria as detailed in MCO 1130.53K of 10 June 1986:

a. No felony convictions
b. No more than experimental use of marijuana
c. No other illegal drug use or convictions
d. No history of alcoholic or psychological problems
e. No more than six moving violations
f. No more than two nontraffic misdemeanors
g. No court-imposed probation of more than 6 months

The recruiter must screen on the above criteria through examinations of the individual's personnel records. In addition, the Marine Corps has developed a questionnaire form for use in interviewing potential 0200 and 2600 applicants. A copy of this form appears in Appendix F, pages F-1 to F-4. The questions are in a yes/no format and unfavorable answers are discussed to determine if there are sufficient grounds for not processing the applicant for these jobs. The following areas are covered by the questionnaire: foreign connections, citizenship, drugs, mental illness, financial responsibility, criminal record, school record, sexual offenses, and employment history.

Instructions for the form dictate automatic disqualification for unfavorable answers to questions in the following four areas: (1) if the individual is not a U.S. citizen, (2) if the person advocates use of force or violence to overthrow the U.S. government, (3) if the individual has violated security regulations in prior service, or (4) if the applicant was ever a member of the Peace Corps. Other guidance to the interviewer states that while three or more unfavorable replies to other questions on the form should disqualify an applicant, the final determination should be based on an overall common-sense assessment of all available information.

Applicants who successfully pass this screen and who are guaranteed training in the 0200, 2600, or 0300 (BV) fields also undergo a followup check by the Marine Corps Liaison at the MEPS. This individual performs a quality control function by reviewing the information on the sensitive job applicants at both the initial processing and when the individual reports back to the MEPs after DEP. Inconsistencies or new derogatory information reported occurring during DEP may result in disqualification. The liaison, usually a Sergeant, can also request adjudication assistance from security screening personnel at the recruit depots.

Security Screening at Recruit Training

If recruits are classified into the 0300 (BV option) at recruit training, they must meet the same screening criteria used at the MEPS. In addition, the Marine Corps security screening process at recruit training has two phases.

Phase I. The first phase involves the identification and screening of additional applicants besides those recruits with school guarantees for the 0200 and 2600 occupational fields. In addition, potential applicants for presidential support duties are identified and screened. This process is accomplished by Marine Corps liaison personnel who work at the Depots but who are actually under operational control of the Naval Security Group Command. These individuals are senior enlisted personnel (E-6

to E-8) who have 2600 MOSs. They receive no training for this assignment except on-the-job experience.

Because the Marine Corps, like the Navy, only guarantees job contracts to 60 to 80 percent of the applicants at the MEPS, additional job applicants must be identified at recruit training. This presents an added problem for the 2600 field because of the language score requirements as well as the stringent security criteria. Likewise, the 0200 and 0311 applicants must also meet the stringent security criteria.

In order to identify new applicants, the liaison personnel (usually two at each Depot) review the records of all 300 or so members of each new recruit company. Out of the initial 300, perhaps 150 are potentially qualified for assignment to one of the above three job categories, i.e., they meet minimum cognitive and personnel security requirements. These recruits are sent to a special orientation briefing where job opportunities and security requirements for the above jobs are discussed. Recruits are then asked to volunteer for additional screening. At this point, approximately 50 percent volunteer, leaving approximately one-fourth of the original 300 recruits.

Those personnel that remain are asked to answer in writing a series of questions posed orally to the group by the Marine Corps liaison. A copy of these questions appears in Appendix F, page F-5 to F-6. The liaison personnel then review the answers to these questions for every applicant looking specifically for information that would potential result in clearance denial. This process usually results in two to four applicants who appear to have a strong chance of getting the required clearance.

These individuals are then summoned for a face-to-face interview with the Marine Corps liaison during which most of the questions answered in the group interview are reviewed; however, the interviewer is now free to probe certain areas in more detail. This final screening usually leaves about two individuals who appear strongly qualified with regard to security requirements. Thus, out of the original group of 300 recruits, less than one percent are selected.

The individuals identified during this phase I screen are now sent to participate in a second screening interview. Marine Corps policy dictates that recruits with school guarantees for 0200 and 2600 jobs automatically proceed to the phase II interview. In no case are these individuals screened out during the phase I process. The Marine Corps liaison personnel at San Diego reported that they would have screened out a number of the school guarantees if they had participated in the phase I screen. In addition, they noted that a large number of job-guaranteed individuals reported to recruit training without having had the MEPS screening form completed.

Phase II. The phase II screening interview is conducted by the same civilian interviewers who perform the SCI screening for the Navy. The interview format and process is identical for these Marine Corps personnel as for the Navy SCI applicants. Initial Adjudication is obtained by telephone for the 0200 Marines from NIC while NSG HDQS provides this function for the 2600 Marines. The 0311 Marines who will ultimately provide presidential support at Camp David are adjudicated through Marine Headquarters. SBIs are then requested for candidates who successfully pass this hurdle.

During FY-86, a total of 267 phase II interviews were held with Marine Corps applicants for 2600 jobs. The rejection rate for this group was nine percent. Phase II interviews were also held with 126 applicants for 0200 jobs. The rejection rate was about 14 percent. Data on rejection rates for 0311 Marines were not available. One interesting statistic was provided by the liaison personnel at San Diego. They reported that during the period 1 October 1985 to 30 April 1987, 127 job guaranteed personnel were sent to phase II interviews. Of these, 37 percent were rejected. On the other hand, of the 255 applicants identified and screened at the recruit depot, only 1.5 percent were rejected.

The above statistics point out the difficulty of having recruiters perform a security screening function. They lack training in this area, and they have tremendous pressures to meet quotas. Because liaison personnel at the depots aggressively recruit and screen new 0200 and 2600 applicants, they are able to avoid significant lost training seats due to the high rejection rate of school guaranteed recruits.

Final Adjudication

Final adjudication of all prescreening information plus results from the DIS SBI for the 0200 Marines is performed by the Navy Intelligence Command while the Naval Security Group Headquarters performs this function for the 2600 applicants. Marines applying for presidential support duty at Camp David receive additional screening at advanced training as well as final screening and adjudication by DoD.

Issue Case Rates

Table 6 presents issue case rates for background investigations conducted for enlisted accessions who successfully passed their service prescreening. During the period FY-83 to FY-86, a total of 60,252 enlisted accessions had background investigations initiated during their first 6 months of service.

Table 6

Issue Case Rates by Service and
Type of Background Investigation
(FY-83 to FY-86 Accessions)

Service Group	Number of Investigations	Issue Case Rate
Air Force		
SBI	16,741	8.6%
IBI	7,129	6.8%
Total	23,870	8.1%
Army		
SBI	12,826	11.2%
IBI	2,766	10.4%
Total	15,592	11.0%
Navy		
SBI	6,280	12.0%
IBI	13,102	16.2%
Total	19,382	14.8%
Marine Corps		
SBI	1,408	6.7%
Totals (All Services)	60,252	11.0%

Of the total number of investigations, Air Force personnel represented the largest percentage (40%) followed by Navy (32%), Army (26%), and Marine Corps (2%). In terms of issue case rates, the Marine Corps had the lowest percentage (6.7%) while the Navy had the highest percentage (16.2%). Three factors must be remembered in interpreting the data in Table 6. First, the quality level of accessions in general can vary

across the services. The Air Force has recently been the most selective of the services with almost all accessions being high school graduates. Thus, the Air Force has more flexibility in rejecting personnel from sensitive jobs and is, on the average, processing higher quality personnel (see Office of the Assistant Secretary of Defense (Force Management and Personnel), August, 1988).

Second, IBIs and SBIs differ in some of their investigative elements. Hence, it may be most meaningful to compare issue case rates across the services by type of investigation. However, in the current data set, the Navy still has the highest issue case rate for both SBIs and IBIs. On the other hand, the Air Force has the lowest IBI rate while the Marine Corps has the lowest SBI rate. Finally, issue cases only signify that derogatory data were present and that an expanded investigation was initiated. It does not mean that this information is necessarily disqualifying for granting a clearance. Indeed, given anecdotal estimates of clearance denial rates of about one percent for accessions passing the initial security prescreening, it can be surmised that very few of these issue case personnel have their clearances denied.

Nonetheless, all other things being equal, effective prescreening should result in lower issue case rates. A more critical indicator of prescreening effectiveness would be whether or not individuals who pass prescreening complete their initial service obligation through meeting minimum behavioral and performance criteria.

Unsuitability Discharge Rates

Table 7 presents unsuitability discharge rates by service for personnel who had a background investigation requested during their first 6 months of service. It includes all accessions during the FY-83 to FY-84 period with attrition being defined as loss for reasons of service unsuitability during the first 36 months of service. Personnel who went through their service's prescreening for jobs that required background investigations appear in the IBI or SBI lines, while the "all other accessions" line represents personnel who were not prescreened for an SBI or IBI (i.e., accessions in general).

Similar to the issue case data, those Marines who went through prescreening prior to having an SBI requested had the lowest proportion of unsuitability discharges (5.8%). This was far lower than other Marine accessions (19.9%). Those Navy personnel who were prescreened prior to having SBIs requested also had a very low rate (6.5% versus 14.8% for other Navy accessions). As will be recalled, both Marine and Navy personnel who have SBIs requested for potential SCI access go through the identical NSG screen at recruit training.

Table 7

Unsuitability Discharge Rates During First 36 Months of Active Duty by Service and Type of Investigation (FY83 and FY84 Accessions)

Service Group	N	Unsuitability Discharge Rate
Air Force		
IBI	2,564	9.1%
SBI	9,082	9.9%
All Other Accessions	106,941	13.4%
Army		
IBI	1,523	19.2%
SBI	6,455	12.4%
All Other Accessions	254,622	21.2%
Navy		
IBI	6,008	12.5%
SBI	2,734	6.5%
All Other Accessions	143,992	14.8%
Marine Corps		
SBI	772	5.8%
All Other Accessions	73,005	19.9%

Note. Unsuitability discharge rates are based on incomplete loss data for those accessions entering near the end of FY-84. The actual discharge rate for the 2-year period may be marginally higher for all service groups.

Army personnel who were prescreened prior to having IBIs requested had the highest unsuitability discharge rate of any of the service (19.2%). This was only slightly lower than other Army accessions at 21.2%. One problem in interpreting this rate is that the Army is the only service that requests IBIs prior to the individual reporting to recruit training. The other services (as is also the case for Army SBIs) all request both IBIs and SBIs at some point during recruit training. Thus, recruits who may potentially be entering sensitive jobs and who attrite very early during recruit training would never havean investigation requested. These personnel would never appear under the IBI/SBI unsuitability discharge rates. The Army statistics for IBIs, on the other hand, would

reflect this early attrition since IBIs would already have been requested by the time the individual reported to recruit training.

One final problem in interpreting the data in Table 7 is that the performance standards for what behavior necessitates an unsuitable discharge may vary across the services. If one service or even a subgroup within a service (i.e., intelligence MOSs in the Army) had more stringent criteria, it could result in higher discharge rates. This would confound comparisons across services or service subgroups.

The data presented in Table 7 are offered as an initial look at the unsuitability issue for personnel going through prescreening for sensitive jobs. It is beyond the scope of this report to explore this issue in greater depth; a future PERSEREC report will address this topic. What is most apparent from the data is that the Naval Security Group prescreening appears to be more effective than the other services' screening procedures when unsuitability discharge rates are used as the main criterion. Also, when considering prescreening for all sensitive jobs, i.e., both SBIs and IBIs, the Air Force program has the lowest unsuitability discharge rates.

DISCUSSION

The previous sections have described in detail the prescreening procedures used by each of the services for sensitive jobs. In order to facilitate discussion, Table 8 presents a summary by service of these different procedures.

Variability in Screening Procedures

One issue that clearly emerges from Table 8 is the use of different procedures by each of the services for screening their accessions. The Army emphasizes front-end screening at the MEPS because of its commitment to provide school guarantees to all applicants. The Air Force, on the other hand, has limited screening at the MEPS since it only provides job guarantees to approximately 50 percent of its applicants. Intensive screening is then conducted during recruit training at Lackland. The Air Force recovers from security disqualifications of job guaranteed individuals at Lackland by side-loading personnel who were only guaranteed broad job categories at the MEPS.

The Navy also performs limited screening at the MEPS but has fewer personnel at recruit training to side-load since it guarantees jobs to approximately 70 percent of its applicants at the MEPS. Finally, the Marine Corps, like the Navy, conducts limited screening at the MEPS and has intensive screening at recruit training along with side loading to fill the potentially unused school slots. The basic question that remains to be answered is which procedures are most efficient and effective under what types of circumstances? Also, could some of the best aspects of each program be used by a sister service?

Variability in Screening Forms

Another issue that emerges from Table 8 and from previous sections is the proliferation of forms and different interview protocols used by each of the services. While all services use the DD398 to document background information for later use in the DIS investigation, service-specific screening forms vary from the extensive Army form 169-R to the brief 1408 form used by the Air Force. The different forms also vary in the types of questions, the sequencing of questions, and the formatting of questions, i.e., yes/no, multiple choice, or open-ended response options.

Table 8

Summary of Screening Procedures Used For Enlisted Accessions Entering Sensitive Jobs

Service Group	MEPS	Recruit Training
AIR FORCE		
SCI	Interview 1408 Form	Interview 2nd Intensive Interview Questionnaire Peer Ratings References
Top Secret	Same as SCI	Same as SCI
PRP Critical	Limited PRP Review 1408 Form	Same as SCI
PRP (Ctrl.)	Limited PRP Review 1408 Form	Interview Questionnaire
ARMY		
SCI	Intensive Interview 169-R Form	Intensive Interview IA-92 Form
Top Secret	Intensive Interview 169-R Form	Minimal Review
PRP Critical	Intensive Interview Limited PRP Review 169-R Form 189-R Form	Minimal Review
PRP (Ctrl.)	Limited PRP Review 189-R Form	Minimal Review
NAVY		
SCI	Interview Navy Screening Form	Intensive Interview
Top Secret	Limited PRP Review	Interview
PRP Critical	Limited PRP Review	Same as Top Secret
PRP Ctrl.	Limited PRP Review	Same as Top Secret
MARINE CORPS		
SCI	Interview Marine Screening Form	Intensive Review Intensive Interview 2nd Intensive Interview
Top Secret PRP Critical PRP Controlled	NO JOBS SCREENED FOR THESE CATEGORIES	

There has been no systematic work done on the optimal type of information-gathering forms for use at the MEPS and at recruit training. These forms should (1) require minimal time to fill out, (2) provide required personnel security information, and (3) facilitate the conduct of a structured security interview. It is not clear whether the current forms fulfill these functions in an efficient and effective manner. This use of multiple forms may also result in a less effective interface with DIS in cases where this information is passed on for possible use during the SBI or IBI. Also, this proliferation increases the potential for variance across services during the adjudicative phase, since each service has access to different information in different formats.

The above problems suggest that DOD personnel security screening for enlisted accessions may be enhanced through the development of more systematic data-gathering forms and structured interview protocols that directly follow from these forms. The services currently operate personnel security screening programs that meet their own specific needs and constraints. Thus, the policy objectives of the proposed research work would not be to change radically or centralize the current systems but rather to augment them with forms and protocols having greater consistency and based on more systematic screening criteria. The services could still use the same personnel and sequencing to conduct their security screening; however, each step in the process would be improved by new and improved data-gathering forms and more systematic interview protocols.

Screening for Unsuitability

The current personnel security screening procedures used by the services are primarily directed at identifying individuals who will not qualify for the required security clearance. This avoids the costs of conducting unnecessary background investigations. Since a number of the factors that could result in clearance denial are indicative of general unreliability, this screen also eliminates some individuals who would potentially be unsuitably discharged from the service prior to completion of their initial service obligation. This second focus is indirect since the initial criteria for screening are based on the adjudicative guidelines provided in DoD 5200.2-R and DCID 1/14. These guidelines are specific to the granting or denying of clearances and are not intended to predict unsuitability.

The data presented earlier in Table 7 suggest that unsuitability discharge rates for personnel entering sensitive jobs may not be much lower than accessions in general. This is surprising considering that they have already passed stringent personnel security screening. As discussed earlier, enlistees being discharged from sensitive jobs for unsuitability reasons represent potential security risks. A reduction in the number of unsuitability discharges from sensitive jobs would help reduce this problem and would

also save considerable money in terms of eliminating unnecessary DIS investigations and non-amortized technical training costs.

If operationally and politically feasible, there is a need for the use of a security screening questionnaire at the MEPS that is predictive of unsuitability discharges. Scores from such an instrument could be used as a part of the job/match computerized systems used by the services and/or as a flag for conducting a more indepth screening interview. A recent PERSEREC report indicated that biodata instruments such as the Armed Services Applicant Profile (ASAP) may have specific applications in personnel security screening. ASAP has already been demonstrated to show practical significance in predicting unsuitability discharges for enlisted accessions during their first year of service as well as in predicting issue case status during background investigations (see Trent, in press; Crawford & Trent, 1987.)

In addition, the Army Research Institute, as part of Project A, is currently testing a self-report instrument, the Assessment of Background and Life Experiences (ABLE), that measures temperament and background experiences. While it has not yet been systematically evaluated against security criteria, it has potential application in the personnel security arena.

At the present time the Navy Personnel Research and Development Center, under sponsorship of Accession Policy, Office of the Assistant Secretary of Defense (Force Management and Personnel), is developing the Adaptability Screening Profile (ASP) consisting of shortened versions of ASAP and ABLE. It is anticipated that the ASP will be operationally administered to applicants for military service starting in FY 90.

Tracking Personnel

As was discussed in earlier sections of this report, far more applicants for sensitive jobs are rejected at the MEPS and during recruit training than during the final adjudication of background investigation results. Rejection after a background investigation represents a formal denial of clearance which is recorded on the Defense Central Index of Investigations. However, rejection at the earlier stages is more of an administrative adjudication than a formal denial of clearance and is not recorded in the DCII. Also, in most cases, the services do not retain questionaire data and results from interviews for individuals rejected at the earlier stages.

A large proportion of these rejected personnel actually enter their respective services and are assigned to non-sensitive jobs. However, a number of these same individuals are considered for sensitive jobs during some future point in their service tenure. The information from the earlier rejection should be available to be considered as one factor in later adjudicative decisions. Current procedures do not allow for such

an assessment unless the individual is actually denied a clearance or SCI access during formal adjudication of the DIS background investigation.

Systems View

Finally, the proceeding sections of this report suggest that there is a need for more of a systematic view of the personnel security screening process. Such a focus would identify procedures and instruments for improving the overall system rather than treating the parts of the program as disconnected segments. The program should be examined as a linear system, where information is transmitted (ideally both efficiently and effectively) from one point in the system to the next. Each screening point should then utilize all available information to make the required personnel security decisions. Where possible, weak points at one juncture should be balanced by compensatory screening procedures at a later point. In addition, special consideration should be given to places where information must pass across system boundaries, i.e., from the services to DIS and then back to the service adjudicators, or from the MEPS to recruit training.

CONCLUSIONS AND RECOMMENDATIONS

Personnel security screening procedures for enlisted accessions could be enhanced through the development of more systematic data-gathering forms and structured interview protocols that directly follow from these forms. These forms and interviews should be tailored to unique service requirements to maximize their appropriateness and effectiveness for a given service: however, they should also include common elements that are fundamental to personnel security screening.

The services could assist themselves by considering the modification of a particularly effective procedure of a sister service for incorporation into its own procedures. Each service's prescreening procedures exhibited at least one strong feature not employed by another service:

1. Army - use of a standardized and thorough questionnaire to help guide the interviewing process at the MEPS.

2. Navy - use of extremely thorough and effective interviewing procedures for screening SCI candidates at recruit training.

3. Air Force - implementation of comprehensive screening at its recruit training site including the use of a biodata instrument, psychological interviews (where needed), reference checks, and peer evaluations.

4. Marine Corps - use of highly effective selection procedures at recruit training prior to sending personnel to be interviewed by a Naval Security Group representative.

Consideration needs to be given to screening for unsuitability service concurrent with attempting to identify individuals who would not qualify for security clearances. In much the same way as prescreening reduces the costs associated with accessioning personnel into sensitive occupations, it should also be used to reduce the costs associated with premature separation from service of those individuals who receive clearances for sensitive jobs.

Finally, there needs to be better coordination between the prescreening programs of the services and the Defense Investigative Service (DIS). There is a need for a standardized procedure for transmitting information gathered during prescreening to DIS for use in scoping and conducting investigations. This wealth of information needs to be placed in a format whereby it efficiently provides useful information to investigators for conducting background investigations.

It is recommended that efforts should be undertaken in the following four areas:

1. Development of background information forms and interview protocols for use during personnel security screening of enlisted applicants for sensitive jobs. One set should be designed for use at the MEPS, another for employment during recruit training. These forms should be designed for ease of use by job counselors/interviewers and to facilitate more standard interpretation of applicant responses.

2. Continued evaluation of experimental DoD biodata instruments for potential application to the personnel security prescreening process. Such instruments would include the Armed Services Applicant Profile being developed by the Navy Personnel Research and Development Center under sponsorship of Accession Policy, Office of the Assisstant Secretary of Defense (Force Management and Personnel) and the Army Basic Life Experiences questionnaire being developed by the U. S. Army Research Institute.

3. Determination of the feasibility and utility of maintaining personnel security information for individuals who are rejected during prescreening for sensitive jobs but who still go on active duty in their respective services. This information could include data from prescreening questionnaires and interviews that would be useful in future adjudication decisions.

4. Design of prescreening procedures for more systematic use of information collected during the prescreening process. These new procedures might include (a) standardized forms for the transmittal of significant prescreening information to DIS for use during the background investigation, (b) more standardized interpretation of background information and interview results, (c) elimination of duplicate information collection at different stages of the prescreening process, and (d) provision for improved accumulation and transmission of information throughout the steps involved in prescreening and initiation of the formal background investigation.

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LIST OF APPENDIXES

APPENDIX A -- DESCRIPTION OF THE GENERAL SELECTION AND CLASSIFICATION PROCESS AT THE MEPS

APPENDIX B -- MORAL STANDARDS FOR ENLISTED ACCESSIONS TAKEN FROM MEANS, B. (1983)
- Air Force Moral Standards
- Army Moral Standards
- Navy Moral Standards
- Marine Corps Moral Standards

APPENDIX C -- MATERIALS USED BY THE AIR FORCE DURING THE SECURITY SCREENING PROCESS FOR ENLISTED ACCESSIONS
- ATC Form 1408
- Air Force Biographical Questionnaire
- Air Force Character Reference Request
- Air Force Character Reference Form
- Air Force Law Enforcement Inquiry Request
- Air Force Law Inquiry Form
- Air Force Credit Inquiry Request
- Air Force Credit Inquiry Form
- Air Force Education Inquiry Request
- Air Force Education Inquiry Form
- Air Force Employment Inquiry Request
- Air Force Employment Inquiry Form
- Air Force Peer Rating Form

APPENDIX D -- MATERIALS USED BY THE ARMY DURING THE SECURITY SCREENING PROCESS FOR ENLISTED ACCESSIONS
- Army Security Screening Questionnaire (169-R)
- Army Personnel Reliability Program Screening Questionnaire (189-R)
- Army Personnel Security Screening Interview (IA-92)

APPENDIX E -- MATERIALS USED BY THE NAVY DURING THE SECURITY SCREENING FOR ENLISTED ACCESSIONS
- Navy Sample Form Used at MEPS for SCI Applicants

APPENDIX F -- MATERIALS USED BY THE MARINE CORPS DURING THE SECURITY SCREENING PROCESS FOR ENLISTED ACCESSIONS
- Marine Corps Screening Questionnaire for SCI Applicants

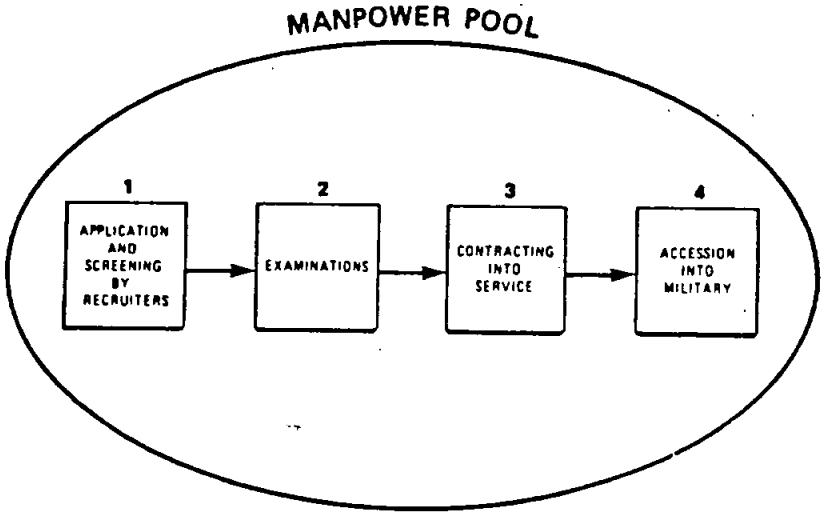
APPENDIX A

DESCRIPTION OF THE GENERAL SELECTION AND CLASSIFICATION PROCESS AT THE MEPS

TAKEN FROM WATERS, B. K., LAURENCE, J. H., AND CAMARA, W. J. (1987). PERSONNEL ENLISTMENT AND CLASSIFICATION PROCEDURES IN THE U.S. MILITARY. WASHINGTON, D.C.: NATIONAL ACADEMY PRESS

Military Enlisted Selection Process

To understand the selection procedures used by the Military Services, the reader should understand how the process works and its terminology. Figure 2 provides a simplified model of this system. Members of the potential manpower pool (predominantly 18-23 year olds) enter the process by interacting with Service recruiters, who provide initial screening of applicants. Recruiters verify citizenship, age, juvenile or criminal offense background, education status, and other information—Step 1 of Figure 2. Service recruiters frequently use an enlistment screening test to predict applicant scores on the full AFQT. On the basis of the examinee's score on this test, a recruiter can estimate the person's likelihood of passing the AFQT or qualifying for special bonuses or job assignments. No data are available on the proportion of applicants who are screened out at the recruiter level. It is generally assumed that this proportion is low. The authors estimate (on the basis of discussions with Service recruiting



SOURCE: Waters (1983: 6, Figure 1)

Figure 2. Military Enlisted Selection Process

managers) that about 10 percent of those applicants desiring to take the enlistment test are screened out at this stage during periods of low to average youth unemployment and approximately 20 percent during periods of high unemployment. A subset of the applicants, termed examinees, formally enters the selection system—Step 2 of Figure 2—by taking the ASVAB at one of nearly 1,000 testing locations throughout the United States and overseas.

For the most part, a Service recruiter interests a potential recruit in the Service, not in a specific job within the Service. That function is left to a Service career counselor (classifier) at a Military Entrance Processing Station (MEPS). A MEPS is one of 68 locations around the country where military applicants can take the ASVAB, get medical and physical testing, and be processed for enlistment. Each MEPS also has numerous remote mobile examining team sites that provide ASVAB testing in local post offices and other distributed locations throughout the geographic area served by the MEPS.

A Service career counselor has available a computer data file that includes results from the examinee's ASVAB tests, physical examination, educational records, and other data. A counselor also has access to Service current and future (near-term) vacancies in technical schools and jobs. By considering the occupational interests and background of the examinee, and "selling" specialty training slots of highest priority to the Service for which the applicant qualifies, a job-person match is made. Ideally, the assignment meets the requirements of both the Service and the individual. Once a contract—Step 3—is agreed upon,

the recruit either enters active duty and basic training immediately, or, more often, joins the Reserves as a member of the Delayed Entry Program (DEP) for up to one full year prior to entry onto active duty.

The Army is the only Service that provides a guaranteed job training contract to all recruits at the MEPSs. The Marine Corps and Navy each provide guaranteed contracts to 60 to 80 percent of recruits at the MEPSs; the remaining recruits enter under an open contract and are assigned to a job specialty during basic training. The Air Force provides guaranteed job training contracts to 50 percent of new recruits, and the remainder are guaranteed an assignment in one of four areas (i.e., mechanical, administrative, general, or electronic) with the specific job being determined at a later date.

The Job-Person Match

Just as meeting selection standards does not guarantee entry into the military, meeting minimum classification standards does not guarantee that a recruit will be assigned to a particular specialty.

The actual classification and assignment of recruits to specific jobs is determined by each Service's increasingly sophisticated methods for making job-person matches. Each Service uses a computer model (algorithm) that reflects its current standards, policies, and relative priorities for filling jobs or training school slots. In addition to matching the specific requirements of a job with a recruit's scores, the algorithms used by each Service may include Service priority for filling a job, the percentage of minorities and females in a job, projected Service costs for job attrition, schedule of training school classes, and a recruit's job preferences. Each Service has specific definitions and weights for each component. Although the actual algorithms used for assignment in these computerized job-person match systems—e.g., Army-Recruiting Quota System (REQUEST), Navy-Classification and Assignment within PRIDE (CLASP), Marine Corps-Recruit Distribution Model, Air Force-Procurement Management Information System (PROMIS)—are quite complex, may change over time, and are Service-specific, an example of the functions that are included in the process of assigning recruits to jobs can be illustrated using the Navy's system.

The Navy's CLASP system incorporates six components or functions for determining training school (and associated follow-on job) assignments:

1. School success. Predicted school success (for a specific school/job) obtained by regression analyses that yield maximum multiple correlations between school success and ASVAB composite scores.
2. Technical aptitude vs. job complexity. Desired correspondence between a specific school/job (based on its complexity) and a person's technical ability (as measured by a composite of ASVAB subtests).
3. Navy priority vs. individual preference. Person/job match based on job requirements (e.g., difficulty to fill openings, manpower needs, etc.) and an applicant's interest in the job.
4. Minority fill rate. Desired minority/majority balance within each job category is attempted by reducing the difference between actual and desired proportions of minorities in a job.
5. Fraction fill rate. Attempts to fill different job categories (i.e., training school seats) at the same rate.
6. Attrition. Match based on a recruit's survival chances (first enlistment term) and a job's cost/importance to the Navy.

These components are weighted and integrated to produce a decision index for each job (Kroeker and Rafacz, 1983; Kroeker and Folchi, 1984). The final product is a list of available jobs for a period of time, rank-ordered with respect to Navy priorities. The job-person match proceeds as the applicant and the Navy classifier review the available job options and reach agreement on a specific job/training opportunity.

The Army and Air Force systems are similar to CLASP. The Marine Corps uses a recruit distribution model that assists in meeting classification goals by assigning recruits to the most complex job opening that exists at a given time for which they are qualified. Minority quotas and the scheduling of training classes also help determine assignment. The classification decisions of these systems are determined by the distribution of recruit applicant component scores, classification requirements, job priorities, and available training slots open at a given time.

Again, systems are not static, but reflect changing policies and priorities. For example, changes in PROMIS are often initiated by discussions between manpower analysts at the Air Force Human Resources Laboratory (AFHRL) and recruiting policy makers. A feasibility study may be requested to determine whether data exist or could be developed to support the change. Overall, the Service classification systems reflect current data, needs, and policies of the Services and they appear to be quite successful in meeting complex Service needs for enlisted manpower.

APPENDIX B

MORAL STANDARDS FOR ENLISTED ACCESSIONS
TAKEN FROM MEANS, B. (1983). MORAL STANDARDS FOR MILITARY ENLISTMENT: SCREENING PROCEDURES AND IMPACT (FR-PRD-83-26). ALEXANDRIA, VA: HUMAN RESOURCES RESEARCH ORGANIZATION.

Key:	N - No waiver needed
	W - Waiver needed and may be granted
	I - Ineligible, non-waivable

AIR FORCE MORAL STANDARDS

	Behavior	Waiver Status	Level of Waiver Authority
1.	Traffic offenses[a]		
	0-5 in a single year	N	NA
	6 or more in a single year	W	Commander, Recruiting Squadron
2.	Minor nontraffic offenses (less than 4 month sentence)		
	1	N	NA
	2 or more	W	Commander, Recruiting Squadron
3.	Nonminor misdemeanors 4-12 month sentence)		
	1 or more	W	Commander, Recruiting Group
4.	Juvenile felony[b]		
	1 or more	W	Commander, Recruiting Service
5.	Adult felony[b]		
	1 or more	W	Commander, Recruiting Service
6.	Combination of offenses		
	6 or more traffic/minor nontraffic misdemeanors in any one-year period	W	Commander, Recruiting Service
7.	Drug abuse-related conviction	I	NA
8.	Alcohol abuse leading to loss of job, arrest or treatment	I[c]	
9.	Marijuana		
	Use without conviction[c]	N	NA
	Possession conviction	W[d]	Commander, Recruiting Service
	Trafficking conviction	I	NA
10.	Narcotics		
	Use without conviction[c]	N	HQ USAF/DPXOA
	Possession conviction	W[d]	HQ USAF/DPXOA
	Trafficking conviction	I	NA
11.	Other drugs		
	Barbituate or amphetamine use[c]	W[d]	HQUSAF/DPXOA
	Hallucinogen use[c]		NA
	Possession conviction	I	NA
	Trafficking conviction	I	NA

Source: ATCR 33-2, 15 Jan 88

[a]Does not include paid overtime parking tickets.
[b]Felony committed before age 18 for which a conviction or adverse adjudication was made in civil or juvenile court is treated the same as adult felony.
[c]The Air Force considers these behaviors as part of its drug and alcohol abuse policy rather than moral standards per se.
[d]Waivers granted "only in the case of unusual and deserving applicants otherwise fully qualified."

ARMY MORAL STANDARDS

	Behavior	Waiver Status	Level of Waiver Authority
1.	Traffic offenses[a]		
	0-3 in a single year	N	NA
	4 or 5 in a single year	N	NA
	6 or more in a single year	W	Commander, Recruiting Area
2.	Minor nontraffic offenses (less than 4 month sentence)		
	1	N	NA
	2 or more	W	Commander, Recruiting Area
3.	Nonminor misdemeanors (4-12 month sentence)		
	1 or more	W	Commander, Recruiting District
4.	Juvenile felony[b]		
	1 or more	W	CG, USAREC
5.	Adult felony[b]		
	1 or more	W	Commander, MILPERCEN
6.	Combination of offenses		
	1 adult + 1 juvenile felony	W	Commander, MILPERCEN
	1 adult + 1 juvenile felony + 1 misdemeanor	W	Commander, MILPERCEN
	1 adult, 1 juvenile felony + 2 or more misdemeanors	I	NA
	1 adult, 1 juvenile felony + 3 or more minor nontraffic misdemeanors	I	NA
	1 adult + 2 or more juvenile felonies	I	NA
	1 adult felony + 1 nonminor misdemeanor	W	Commander, MILPERCEN
	1 adult felony, 1 nonminor misdemeanor + 1-2 minor nontraffic misdemeanors	W	Commander, MILPERCEN
	1 adult felony, 1 nonminor + 1-2 minor misdemeanors	I	NA
	1 adult felony + 2 nonminor misdemeanors	W	Commander, MILPERCEN
	1 adult felony + 3 or more nonminor misdemeanors	I	NA
7.	Drug abuse-related offense[c]	W	Commander, MILPERCEN
8.	Alcohol abuse leading to loss of job, arrest or treatment	W	CG, USAREC
9.	Marijuana		
	Use without arrest	N	NA
	Possession conviction[c]	W	Commander, MILPERCEN
	Trafficking conviction[c]	I	NA
10.	Narcotics		
	Use without arrest		
	Over 12 months ago	N	NA
	Possession conviction[c]	W	Commander, MILPERCEN
	Trafficking conviction[c]	I	NA
11.	Other drugs (hallucinogens, barbiturates, amphetamines)		
	Use without conviction		
	Over 12 months ago	N	NA
	6-12 months ago	W	CG, USAREC
	Possession conviction[c]	W	Commander, MILPERCEN
	Trafficking conviction[c]	I	NA

Source: AR 601-210, Oct 1980.

[a]Includes improper parking.
[b]Felony offense committed before age 18 for which a conviction or adverse adjudication was made in civil or juvenile court was determined by a civil or juvenile court.
[c]All drug-related convictions are treated as felonies, regardless of their maximum penalty under state law.

NAVY MORAL STANDARDS

	Behavior	Waiver Status	Level of Waiver Authority
1.	Traffic offenses[a]		
	0-3 in a single year	N	NA
	4 or 5 in a single year	W	Cdr, Recruiting District
	6 or more in a single year	I	NA
2.	Minor (nontraffic) misdemeanors		
	1-4 violations	W	Cdr, Recruiting District
	5 or more	I	NA
3.	Nonminor misdemeanors		
	1 misdemeanor	N	NA
	2 misdemeanors	W	Cdr, Recruiting District
	3 misdemeanors	I	NA
4.	Juvenile felony[b]		
	1 or more	W	Cdr, Recruiting Command
5.	Adult felony		
	1 or more	W	Cdr, Recruiting Command
6.	Combination of offenses	W	Varies[c]
7.	Drug abuse-related offense[c]	W	Varies[d]
8.	Alcohol abuse leading to civil conviction	W	Varies[d]
9.	Marijuana[e]		
	Use without conviction or dependence	N	NA
	Possession conviction	W	Varies[d]
	Trafficking conviction	I	NA
10.	Narcotics[e]		
	Use without conviction or dependence	N	NA
	Over 12 months ago	W	Cdr, Recruiting District
	Within last 12 months	I	NA
	Possession conviction	W	Varies[d]
	Trafficking conviction	I	NA
11.	Other drugs[d] (hallucinogens, barbiturates, amphetamines)		
	Use without conviction or dependence		
	Over 12 months ago	N	NA
	6-12 months ago	W	Cdr, Recruiting District
	Possession conviction	W	Varies[d]
	Trafficking conviction	I	NA

Source: COMNAVCRUITCOMINST 1130.8 CH-18, 15 March

[a]Includes improper parking.
[b]Handled as though offense committed by an adult.
[c]Applicants with offenses in more than one category (whose number of offenses in any one category does not exceed the maximum for that category) require a waiver at the level stipulated for the most serious offense type committed.
[d]Treated as civil conviction, felony or misdemeanor, as stipulated by state law.
[e]Stricter standards apply for Nuclear Field, submarine duty, and sensitive nuclear weapons programs.

MARINE CORPS MORAL STANDARDS

	Behavior	Waiver Status	Level of Waiver Authority[a]
1.	Traffic offenses[b]		
	0-5 not treated as felony or misdemeanor[c]	N	NA
	6 or more[c]	W	Cdr, Recruiting Station
2.	Minor nontraffic offenses (<6 month sentence)		
	1-6 involving civil restraint totaling less than 6 months and/or fines costing less than $500.	W	Cdr, Recruiting Station
	7-10 involving civil restraint totaling 6 months but less than a year and/or fines totaling $500 but less than $1,000	W[d]	Cdr, Recruiting District
3.	Nonminor misdemeanors		
	1 or more with civil restraint totaling 1 or more years and/or fines totaling $1,000 or more	W[d]	CG, Recruit Depot
4.	Juvenile felony[e]		
	1 or more	W[d]	CG, Recruit Depot
5.	Adult felony		
	1 or more	W[d]	CG, Recruit Depot
6.	Combinations of offenses		
	1-6 involving civil restraint totaling less than 6 months and/or fines costing less than $500.	W	Cdr, Recruiting Station
	7-10 involving civil restraint totaling 6 months but less than a year and/or fines totaling $500 but less than $1,000	W[d]	Cdr, Recruiting District
7.	Drug abuse-related conviction	I	NA
8.	Alcohol abuse leading to loss of job, arrest or treatment	W	Cdr, Recruiting Station
9.	Marijuana		
	Use without arrest		
	Fewer than 10 times over 90 days ago[f]	N	NA
	10 times or more and/or within last 90 days	W[d]	CG, Recruit Depot
	Possession conviction	W[d]	CG, Recruit Depot
	Trafficking conviction	W[d]	CG, Recruit Depot
10.	Narcotics		
	Use without conviction[g]	W[d]	CG, Recruit Depot
	Possession conviction[g]	W[d]	CG, Recruit Depot
	Trafficking conviction	I	NA
11.	Other drugs (hallugenogens, barbituates, amphetamines)		
	Use without conviction[g]		
	Possession conviction[g]	W[dh]	CG, Recruit Depot
	Trafficking conviction	I	NA

Source: MPPM ENLPROC MCOP 1100.764A, June 1983

[a]Authority levels apply to male high school graduate applicants in AFQT Categories I - IIIB. Male Category IV high school applicants are ineligible for waivers granted at District or CG Recruit Depot level. All waivers for female applicants must be approved at HQ Marine Corps. For nongraduate applicants, waivers that are not authorized for approval at the Recruiting Station level can only be granted at HQ Marine Corps.

[b]Includes improper parking.

[c]Provided none of the offenses involved hit and run, driving while intoxicated, or resulted in confinement, probation, or suspension/revocation of driving privileges.

[d]Applicants in AFQT Category VI or without a high school diploma or GED certificate are ineligible for waivers granted at District or Recruit Depot level.

[e]Felony committed before age 18 for which a conviction or adverse adjudication was made in civil or juvenile court.

[f]Provided marijuana use did not involve trafficking or result in arrest, conviction, or adverse adjudication; medical or psychological treatment; loss of employment; or failure, dismissal, or expulsion from an educational institution.

[g]Requires a one-year delay in enlistment.

[h]Those who have used hallucinogens are not eligible for Personnel Reliability Program or other nuclear-related programs.

APPENDIX C

MATERIALS USED BY THE AIR FORCE DURING THE SECURITY SCREENING PROCESS FOR ENLISTED ACCESSIONS

AIR FORCE

ATC FORM 1408

JOB SCREENING WORKSHEET

INSTRUCTIONS: Recruiter completes Name and SSN block and includes in casefile to MEPS. The USAF MEPS LNCO will determine an applicant's qualification for Sensitive Job Classification (SJC), based on responses. Applies to PS applicants since separation only, and all NPS applicants.

1. Complete in one set. Enclose the original with enlistment case file and keep copy with the residual file.
2. SJC Codes are: B - Ineligible for sensitive job C - Ineligible for some sensitive jobs F - Eligible for sensitive job

NAME OF APPLICANT (Last, First, Middle Initial)	SSN

SECTION I. SJC QUESTIONS	(SOURCE FOR INFORMATION)	YES (✓)	NO (✓)	IF YES, SJC CODE IS
1. Has the applicant:				
a. Used marijuana in the last 6 months, as of date of reservation?	(Interview)			B
b. Received an approved moral OR drug waiver?	(DD Form 1966)			B
c. Been a chronic user to excess of alcohol, OR in the last two years been arrested for 2 or more alcohol related incident regardless of disposition, except not guilty?	(SF 93, DD Forms 1966 & 398-2)			B
d. Admitted to any psychological problems OR received an "S" profile evaluation, other than "1"? *(Family counseling as a result of family discord is not a psychological problem)*	(SF 93)			B
e. Filed for OR been declared personally bankrupt in the last five years, OR has written bad checks OR generated excessive debts on which payments are not being made?	(DD Form 398-2, Interview)			B
f. Exhibited financial irresponsibility by failing to pay child support?	(Interview)			B
g. Ever been suspended OR expelled from school for truancy OR misconduct more than once within the last 2 years?	(Interview)			B
h. Ever been released from employment due to misconduct, theft OR inability to get along with co-workers?	(Interview)			B
2. Is applicant a non-US citizen?	(DD Form 1966)			B
~~3. Is applicant from the Northern Mariana Islands?~~ DELETED	~~(DD Form 1966)~~			~~B~~
4. Is any member of applicant's immediate family not a US citizen?	(DD Form 1966)			C
5. Does applicant or any blood relative maintain a close continuous relationship with anyone residing in a communist country?	(DD Form 398-2)			C
6. If "NO" is answered to all of the above, then SJC code is "F".				

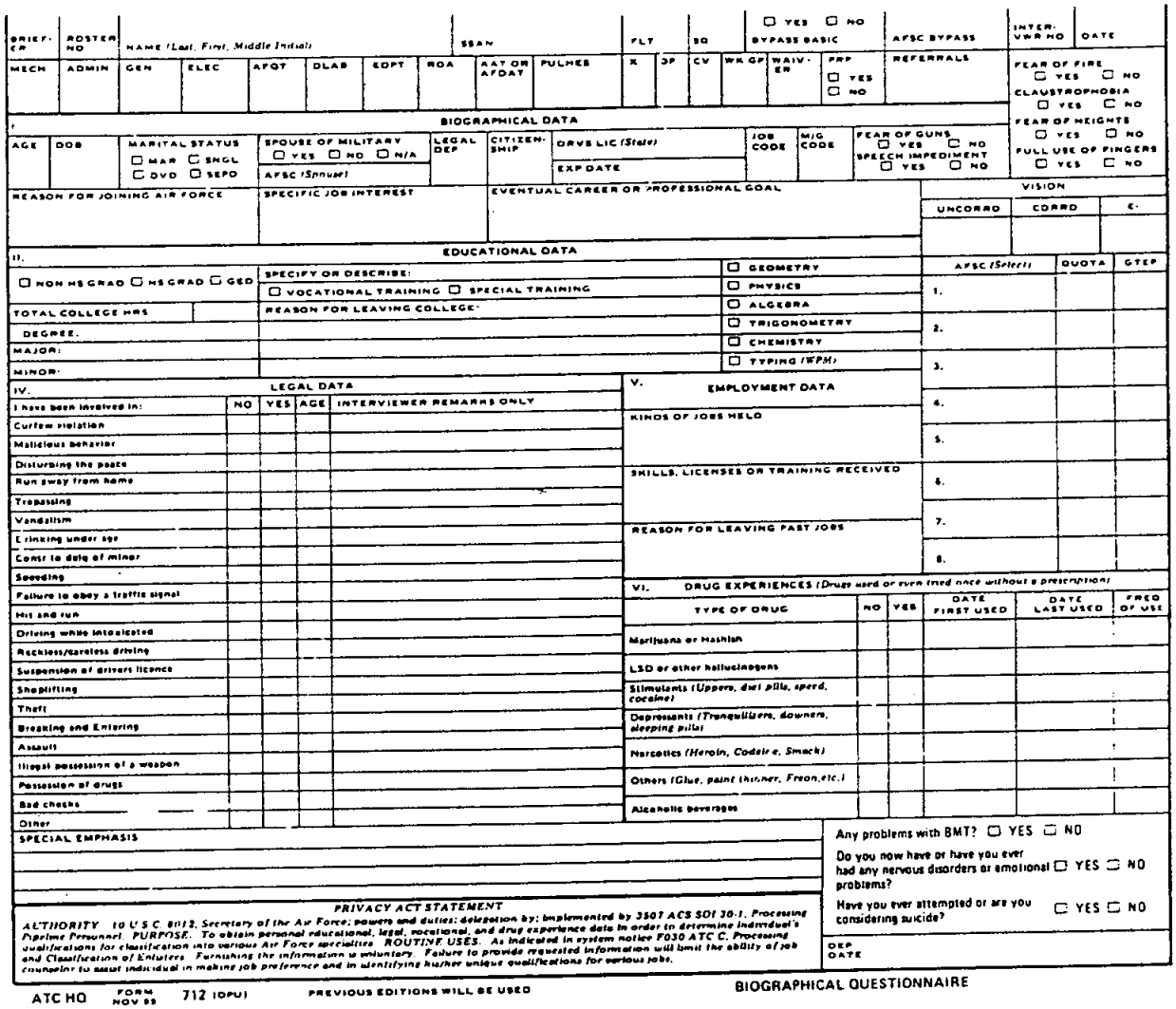
SECTION II *FOR NATURALIZED US CITIZENS ONLY*				
1. Is any one of the countries listed below the applicant's country of origin or did the applicant ever reside in any one of these countries? (If "YES", go to 2) (If "NO", SJC is "F") (Afghanistan, Albania, Angola, Berlin (Soviet Sector), Bulgaria, Cambodia (Kampuchea), People's Republic of China (including Tibet), Cuba, Czechoslovakia, Estonia, Ethiopia, German Democratic Republic (East Germany), Hungarian People's Republic (Hungary), Iran, Iraq, Democratic People's Republic of Korea (North Korea), Kurile Islands and South Sakhalin (Karafuto), Laos, Latvia, Libyan Arab Republic, Lithuania, Mongolian People's Republic (Outer Mongolia), Nicaragua, Poland, Rumania, Southern Yemen, Syria, Union of Soviet Socialist Republics, Democratic Republic of Vietnam (North Vietnam), South Vietnam, and Yugoslavia.)	(DD Form 1966)			
2. Has the applicant been a naturalized US Citizen less than 5 years? (If "YES", go to 3) (If 5 years or more, SJC is "F")	(DD Form 1966)			
3. Has the applicant resided in the US for 10 or more years immediately preceding naturalization? (If "NO", SJC is "B") (If "YES", SJC is "F")	(DD Form 1966)			

REMARKS (Use for additional comments and a record of justification for SJC changes)

SECTION III SJC CODE	
Based on the above response, the SJC Code has been assigned and entered into PROMIS.	SJC CODE IS:
DATE / SIGNATURE AND GRADE OF LNCO	RIC

ATC Form 1408, AUG 87 PREVIOUS EDITIONS ARE OBSOLETE.

AIR FORCE
BIOGRAPHICAL QUESTIONNAIRE
PAGE 1



BRIEFER	ROSTER NO	NAME (Last, First, Middle Initial)	SSAN	FLT	SQ	☐ YES ☐ NO BYPASS BASIC	AFSC BYPASS	INTERVWR NO	DATE

MECH	ADMIN	GEN	ELEC	AFQT	DLAB	EDPT	ROA	AAT OR AFDAT	PULHES	X	SP	CV	WK GP	WAIVER	PRP ☐ YES ☐ NO	REFERRALS	FEAR OF FIRE ☐ YES ☐ NO CLAUSTROPHOBIA ☐ YES ☐ NO

BIOGRAPHICAL DATA

AGE	DOB	MARITAL STATUS ☐ MAR ☐ SNGL ☐ DVD ☐ SEPD	SPOUSE OF MILITARY ☐ YES ☐ NO ☐ N/A AFSC (Spouse)	LEGAL DEP	CITIZENSHIP	DRVS LIC (State) EXP DATE	JOB CODE	MIG CODE	FEAR OF GUNS ☐ YES ☐ NO SPEECH IMPEDIMENT ☐ YES ☐ NO	FEAR OF HEIGHTS ☐ YES ☐ NO FULL USE OF FINGERS ☐ YES ☐ NO

REASON FOR JOINING AIR FORCE	SPECIFIC JOB INTEREST	EVENTUAL CAREER OR PROFESSIONAL GOAL

VISION

UNCORRD	CORRD	E-

II. **EDUCATIONAL DATA**

☐ NON HS GRAD ☐ HS GRAD ☐ GED

SPECIFY OR DESCRIBE:
☐ VOCATIONAL TRAINING ☐ SPECIAL TRAINING

TOTAL COLLEGE HRS

REASON FOR LEAVING COLLEGE:

DEGREE:

MAJOR:

MINOR:

☐ GEOMETRY
☐ PHYSICS
☐ ALGEBRA
☐ TRIGONOMETRY
☐ CHEMISTRY
☐ TYPING (WPM)

	AFSC (Select)	QUOTA	GTEP
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			

IV. **LEGAL DATA**

I have been involved in:	NO	YES	AGE	INTERVIEWER REMARKS ONLY
Curfew violation				
Malicious behavior				
Disturbing the peace				
Run away from home				
Trespassing				
Vandalism				
Drinking under age				
Contr to delq of minor				
Speeding				
Failure to obey a traffic signal				
Hit and run				
Driving while intoxicated				
Reckless/careless driving				
Suspension of drivers licence				
Shoplifting				
Theft				
Breaking and Entering				
Assault				
Illegal possession of a weapon				
Possession of drugs				
Bad checks				
Other				

V. **EMPLOYMENT DATA**

KINDS OF JOBS HELD

SKILLS, LICENSES OR TRAINING RECEIVED

REASON FOR LEAVING PAST JOBS

VI. **DRUG EXPERIENCES** (Drugs used or even tried once without a prescription)

TYPE OF DRUG	NO	YES	DATE FIRST USED	DATE LAST USED	FREQ OF USE
Marijuana or Hashish					
LSD or other hallucinogens					
Stimulants (Uppers, diet pills, speed, cocaine)					
Depressants (Tranquilizers, downers, sleeping pills)					
Narcotics (Heroin, Codeine, Smack)					
Others (Glue, paint thinner, Freon, etc.)					
Alcoholic beverages					

SPECIAL EMPHASIS

Any problems with BMT? ☐ YES ☐ NO

Do you now have or have you ever had any nervous disorders or emotional problems? ☐ YES ☐ NO

Have you ever attempted or are you considering suicide? ☐ YES ☐ NO

DEP DATE

PRIVACY ACT STATEMENT

AUTHORITY: 10 U.S.C. 8012, Secretary of the Air Force; powers and duties; delegation by; implemented by 3507 ACS SOI 30-1, Processing Pipeline Personnel. PURPOSE: To obtain personal educational, legal, vocational, and drug experience data in order to determine individual's qualifications for classification into various Air Force specialties. ROUTINE USES: As indicated in system notice F030 ATC C, Processing and Classification of Enlistees. Furnishing the information is voluntary. Failure to provide requested information will limit the ability of job counselor to assist individual in making job preference and in identifying his/her unique qualifications for various jobs.

ATC HQ FORM NOV 85 712 (DPU) PREVIOUS EDITIONS WILL BE USED BIOGRAPHICAL QUESTIONNAIRE

AIR FORCE
BIOGRAPHICAL QUESTIONNAIRE
PAGE 2

CREDIT	INITIAL REVIEW	PEER RATING SCORE	S	F	REFERRED TO	DATE
	S 1 2 3 4 R					
	P 1 2 3 4 R	XIV. SENSITIVE SKILLS - LEGAL DATA				
	L 1 2 3 4 R					
EMPLOYMENT PROBLEMS	A 1 2 3 4					
	C 1 2 3 4 R					
	E 1 2 3 4 R					
FOREIGN RELATIVES/FRIENDS	TOTAL					
	FINAL RELEASE					
	CODE					
RELEASE JUSTIFICATION						

XV. GENERAL REMARKS SECTION - SENSITIVE SKILLS

	SENSITIVE SKILLS - DRUG REMARKS	STATEMENT OF RIGHTS
		I acknowledge that I have been advised of my rights under Article 31: UCMJ and understand my rights.
		SIGNATURE

Page 2 of 4 Pages

AIR FORCE
BIOGRAPHICAL QUESTIONNAIRE
PAGE 3

INTERVIEWER

X. TO WHAT EXTENT ARE THE FOLLOWING ITEMS TYPICAL OF YOU NOW, OR IN THE PAST? *(Indicate by circling the appropriate letter.)*

U-USUALLY TRUE F-FREQUENTLY TRUE O-OCCASIONALLY TRUE R-RARELY TRUE N-NEVER TRUE

1. AWAKENED EASILY BY NOISE U F O R N	11. UNABLE TO GO TO SLEEP U F O R N	21. SLEEPTALK U F O R N	31. SLEEPWALK U F O R N	41. RECURRENT OR FRIGHTENING DREAMS U F O R N
2. SPEECH PROBLEMS WHEN NERVOUS *(Stuttering, Hemmering, etc.)* U F O R N	12. BITE YOUR FINGERNAILS U F O R N	22. URINATED IN BED SINCE AGE 10 U F O R N	32. PROBLEMS FINDING GIRLS [BOYS] YOU WOULD LIKE TO DATE U F O R N	42. HAD HOMOSEXUAL EXPERIENCES U F O R N
3. UNABLE TO CONTROL YOUR TEMPER U F O R N	13. DRINK WHEN THINGS GO WRONG U F O R N	23. FEEL YOU ARE OVERWEIGHT U F O R N	33. LIKE TO GAMBLE U F O R N	43. HEARTBURN, STOMACH PAINS, INDIGESTION, WHEN NERVOUS U F O R N
4. LOSE YOUR [illegible] NERVOUS U F O R N	14. NAUSEA WHEN NERVOUS U F O R N	24. HAVE DIARRHEA OR CONSTIPATION WHEN NERVOUS U F O R N	34. ALLERGIES (HIVES, RASHES, HAYFEVER, ASTHMA, ETC.) U F O R N	44. BACKACHES U F O R N
5. HEADACHES U F O R N	15. HIGH BLOOD PRESSURE U F O R N	25. BEEN UNCONSCIOUS U F O R N	35. AMNESIA U F O R N	45. HAD CONVULSIONS OR PARALYSIS U F O R N
6. FEEL YOUR MIND IS WANDERING U F O R N	16. WORRY OR FEEL NERVOUS U F O R N	26. UNABLE TO CONCENTRATE U F O R N	36. CARELESSNESS U F O R N	46. FEEL NERVOUSNESS PREVENTS YOU FROM PERFORMING WELL U F O R N
7. DAYDREAM U F O R N	17. NERVOUS IN HIGH PLACES U F O R N	27. WORRY OR FEEL NERVOUS AROUND GUNS U F O R N	37. NERVOUS WHEN IN CROWDED PLACES U F O R N	47. NERVOUS WHEN IN CLOSED OR TIGHT PLACES U F O R N
8. UNABLE TO GET A THOUGHT OUT OF YOUR MIND U F O R N	18. FEEL PEOPLE PICK ON YOU U F O R N	28. FEEL DISTANT FROM OTHERS U F O R N	38. FEEL YOU ARE SHY U F O R N	48. FEEL LONELY U F O R N
9. THOUGHTS OF SUICIDE U F O R N	19. FEEL YOU ARE LOSING YOUR MIND U F O R N	29. LACK SELF-CONFIDENCE U F O R N	39. AVOID COMPETITION U F O R N	49. FEEL BLUE AND MOODY U F O R N
10. FEEL INFERIOR TO OTHERS U F O R N	20. PERIODS WHEN YOU LACK ENERGY U F O R N	30. FEEL YOU HAVE A SERIOUS MEDICAL PROBLEM U F O R N	40. CONFUSED ABOUT YOUR RELIGIOUS BELIEFS U F O R N	50. LACK MEANING AND PURPOSE IN LIFE U F O R N

XI. COMPLETE THE FOLLOWING SENTENCES TO EXPRESS YOUR TRUE FEELINGS WITH WHATEVER COMES TO MIND. DO EVERY ONE. BE SURE TO MAKE A COMPLETE SENTENCE.

I like	My greatest weakness	I need
I secretly	My teachers	In high school
Rules are	The worst thing I ever did	I feel that my MTI
My father	When I was a child	My mother
My family	When I get angry	What annoys me
Most women	A man	My friends
A husband	My greatest fear	I regret
A wife	I	I worry
I feel	The members of my flight	Compared with others, I
My nerves	My strongest point	I feel the Air Force

XII. MILITARY DATA

Do any of the following apply to you?	YES	NO
Dorm Chief		
Squad Leader		
Personal visits to Chaplain		
Visits to Mental Hygiene		
Unsatisfactory Ratings		

What is the most difficult thing in Basic Training for you?

HAVE YOU EVER UNDERGONE ANY TYPE OF COUNSELING OR TREATMENT FOR BEHAVIORAL, EMOTIONAL, OR PERSONAL PROBLEMS? ☐ YES ☐ NO

HAVE YOU HAD ANY SERIOUS ILLNESS, ACCIDENT, OR NERVOUS CONDITION THAT MAY AFFECT YOUR PERFORMANCE? ☐ YES ☐ NO

DO YOU FEEL THAT YOU WILL BE ABLE TO COMPLETE BASIC TRAINING ON SCHEDULE? ☐ YES ☐ NO

HAVE TRANQUILIZERS, STIMULANTS, OR DEPRESSANTS BEEN PRESCRIBED FOR YOU? ☐ YES ☐ NO

DO YOU HAVE ANY SERIOUS EMOTIONAL PROBLEMS? ☐ YES ☐ NO

DO YOU CONSIDER YOURSELF PHYSICALLY, MENTALLY AND EMOTIONALLY FIT FOR A RESPONSIBLE AIR FORCE JOB? ☐ YES ☐ NO

AIR FORCE
BIOGRAPHICAL QUESTIONNAIRE
PAGE 4

I understand that in my Classification Interview I will be asked questions concerning my eligibility and qualifications for retention and classification in the United States Air Force. I further understand: (1) I have the right to remain silent that is, say nothing at all. (2) Any statement I make, oral or written, may be used as evidence against me in a trial or in other judicial or administrative proceedings. (3) I have the right to consult a lawyer and have a lawyer present during this Classification Interview. This lawyer may be a civilian lawyer of my own choosing, at my own expense or a military lawyer free of charge. I may request a lawyer at any time during this Classification Interview. (4) If I decide to answer questions without a lawyer present, I may stop the Classification Interview at any time.

I have read the foregoing language. I completely understand my rights. I ☐ do ☐ do not wish to exercise my right to remain silent. I ☐ do ☐ do not want a lawyer present. No promises or threats have been made to me and no pressure or coercion of any kind has been used against me.

TIME/DATE	LOCATION	SIGNATURE OF INTERVIEWEE	SIGNATURE OF INTERVIEWER

INTERVIEWER USE ONLY

INDICATE OVERALL EVALUATION OF AIRMAN ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

VII. LIST ANY PHYSICAL OR PSYCHOLOGICAL DISPARITIES WHICH WOULD AFFECT JOB PERFORMANCES IN ANY PARTICULAR AFSC(S).

VIII. REMARKS

IX. CERTIFICATION/STATEMENT OF APPLICANT

I CERTIFY THE FOREGOING STATEMENTS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE. I FURTHER CERTIFY I COULD BE CLASSIFIED INTO ANY AFSC IN MY APPTITUDE AREA FOR WHICH I AM TOTALLY QUALIFIED. THE NEEDS OF THE AIR FORCE COME FIRST.

SIGNATURE

DATE	STATEMENT	AFSC(S)	SIGNATURE
	I understand that I am no longer best qualified for my guaranteed job (GTEP). I further understand that I have the option of selecting another job or discharge. I elect to remain on active duty with the Air Force job indicated.		
	I ☐ DO ☐ DO NOT desire to take an Apprentice Knowledge Test.		
	I volunteer for Enlistment Aptitude Area (EAA/AFSC) indicated.		
	I volunteer for AFSC indicated. I realize this job requires a flight physical and will require me to fly as an aircrew member.		
	I have been briefed on jobs requiring additional processing.		

UNDER THE PROVISIONS OF THE PRIVACY ACT OF 1974, I CONCUR WITH THE INDIVIDUAL NAMED WITNESSING THIS STATEMENT/DOCUMENT.	DATE	NAME AND GRADE OF WITNESS	SIGNATURE OF AIRMAN

Page 4 of 4 Pages

AIR FORCE
CHARACTER REFERENCE REQUEST

DEPARTMENT OF THE AIR FORCE
3507TH AIRMAN CLASSIFICATION SQUADRON (ATC)
LACKLAND AIR FORCE BASE, TX 78236

REPLY TO ATTN OF: DPUA

SUBJECT: Character Reference

TO:

1. The above named individual, a recent USAF enlistee, is being considered for an Air Force assignment to a position that requires the most stable and reliable person available. These positions may be physically or emotionally stressful. Airmen not selected for these sensitive positions will be considered for other interesting and worthwhile assignments.

2. To assist us in making a decision as who could best fulfill these duties, we would appreciate your evaluation of this individual. Please complete the questionnaire on the reverse side of this letter.

3. If the airman is selected for this assignment, a Defense Department representative may contact you for additional information in the near future. Should this occur, your further cooperation is solicited.

4. Since final selections for these positions must be completed within the next 10 days, we would appreciate an early return of your evaluation. A postage-free envelope is provided for your convenience. Please return this letter as it contains information which will ensure proper identification of the individual concerned. However, if you do not have any derogatory information to report, you do not have to return this or any other correspondence related to this individual. Your cooperation and assistance in this endeavor are greatly appreciated.

5. The Privacy Act of 1974 (Public Law 93-579) requires that information obtained by federal agencies about an individual be released to that individual upon their formal written request. The identity of the person providing the information must also be released to the individual. The information you provide in this questionnaire conforms to the provisions of the Privacy Act.

LENNY C. HOSHIER, 1Lt, USAF
OIC, Adjudication/Counseling Section

2 Atch
1. ATC HQ Form 706 (Reverse)
2. Envelope

AIR FORCE

CHARACTER REFERENCE FORM

CHARACTER REFERENCE INQUIRY

1. TYPE OF RELATIONSHIP WITH INDIVIDUAL	DATE OF ASSOCIATION	PLACE OF ASSOCIATION

ANSWER ALL QUESTIONS BY PLACING AN "X" IN THE PROPER BLOCK OR COLUMN

2. TO THE BEST OF YOUR KNOWLEDGE, HAS THIS INDIVIDUAL:	YES	NO
a. Ever travelled or resided in a foreign country or had friends, relatives, or business connections in a foreign country ?		
b. Ever belonged to or shown interest in Communist or other subversive activities?		
c. Ever used alcohol excessively?		
d. Ever used harmful or illegal drugs?		
e. Ever been in difficulty with law enforcement agencies?		
f. Ever received medical treatment of a serious nature or psychological treatment?		
g. Questionable moral characteristics?		
h. Ever been fired from a job for cause?		
3. ARE YOU AWARE OF QUESTIONABLE ACTIVITIES ON THE PART OF THE INDIVIDUAL'S FAMILY OR ASSOCIATES?		

NOTE: If your answer to any of the above questions is "YES", please explain in Block 7.

4. DO YOU RECOMMEND THE INDIVIDUAL FOR A POSITION OF TRUST AND RESPONSIBILITY INVOLVING THE SECURITY OF THE UNITED STATES OF AMERICA? *(If your answer is "NO", please explain in Block 7.)*		
5. IF YOU HAVE ANY UNFAVORABLE INFORMATION YOU PREFER TO DISCUSS WITH US BY TELEPHONE, CHECK THIS BLOCK AND TELL US IN BLOCK 7 HOW WE MAY CONTACT YOU BY TELEPHONE.		

6. HOW WOULD YOU RATE INDIVIDUAL'S: RATINGS: "O" - Outstanding "E" - Excellent "A" - Average "P" - Poor	O	E	A	P
a. Dependability				
b. Financial Responsibility				
c. General Intelligence				
d. Ability to work with others				
e. Initiative				
f. Judgment				
g. Self-confidence				
h. Home Environment				
i. Leadership				
j. Emotional Stability				
k. Loyalty				

7. SPACE FOR DETAILED ANSWERS TO ABOVE QUESTIONS OR FOR ADDITIONAL INFORMATION *(Indicate question numbers to which answers apply).*

DATE	SIGNATURE

ATC HQ Form 706, NOV 86 (3807 ACS/CCQ) PREVIOUS EDITION WILL BE USED.

AIR FORCE

LAW ENFORCEMENT INQUIRY REQUEST

DEPARTMENT OF THE AIR FORCE
3507TH AIRMAN CLASSIFICATION SQUADRON (ATC)
LACKLAND AIR FORCE BASE, TX 78236

REPLY TO ATTN OF: DPKA

SUBJECT: Law Enforcement Inquiry

TO:

1. The above-named individual (date and place of birth as shown) recently enlisted in the United States Air Force and is now being considered for a sensitive assignment related to national security matters. Your assistance in providing any pertinent information contained in your records will be a valuable aid in determining the airman's suitability for such duty. The space on the reverse of this letter and a postage-free envelope are provided for this purpose.

2. Time limitations require that selections for these positions be completed within the next 10 days. Your early reply will be greatly appreciated.

3. Please return this letter with your reply as it contains information which will insure proper identification of the individual concerned.

Gerald Elam

GERALD ELAM, GS-9, DAF
Chief, Assessments Section

1 Atch
Envelope

I authorize the addressee to furnish the United States Air Force any information concerning me which they have available and hereby release such authorities from any liability arising from this action.

_____
(SIGNATURE)

AIR FORCE

LAW ENFORCEMENT INQUIRY FORM

LAW ENFORCEMENT INQUIRY

☐ OUR RECORDS CONTAIN NO UNFAVORABLE INFORMATION IDENTIFIABLE WITH THE SUBJECT BY NAME.

☐ PERTINENT INFORMATION IS ATTACHED OR SHOWN BELOW.

DATE	TITLE	SIGNATURE

DATE	NATURE OF OFFENSE	DISPOSITION

REMARKS *(Include any incidents involving the subject in which no arrest was made, e.g., suspicion; questioning, warnings)*

ATC HQ FORM JAN 82 707 (3507 ACS/DPKA)

AIR FORCE
CREDIT INQUIRY REQUEST

DEPARTMENT OF THE AIR FORCE
3507TH AIRMAN CLASSIFICATION SQUADRON (ATC)
LACKLAND AIR FORCE BASE, TEXAS 78236

REPLY TO ATTN OF: DPKA

SUBJECT: Credit Inquiry

TO:

1. The individual identified above, a recent enlistee in the US Air Force, is being considered for an assignment important to the security of the United States. We feel that a good credit rating is one indication of personal integrity.

2. The airman has listed you as a source of credit. Your assistance in providing the information requested on the reverse of this letter will be a valuable aid in determining his (her) suitability for a sensitive military assignment.

3. The Privacy Act of 1974 (Public Law 93-579), requires that information obtained by Federal Agencies about an individual be released to that individual upon their request. The identity of the person providing the information must also be released to the individual. The information you provide in this questionnaire conforms to the provisions of the Privacy Act.

4. Time limitations require that initial selections for these positions be completed within the next ten days. Your early reply in the envelope provided will be appreciated.

5. I authorize the person/business listed hereon to furnish any and all information concerning my credit rating to the United States Air Force and release such persons from any liability arising from this action.

_____
Signature

Gerald D. Elam
GERALD ELAM, GS-9, USAF
Chief, Assessment Section

AIR FORCE
CREDIT INQUIRY FORM

CREDIT INQUIRY	
HOW LONG HAVE YOU HAD CREDIT DEALINGS WITH THIS INDIVIDUAL?	
TYPE OF CREDIT EXTENDED	
☐ RETAIL CHARGE ACCOUNT ☐ SECURED LOAN *(Includes cosigned loans)* ☐ UNSECURED LOAN ☐ OTHER *(Please specify)*	
APPROXIMATE HIGH CREDIT	$
AMOUNT OF MONTHLY PAYMENTS	$
CURRENT ACCOUNT BALANCE	$
AMOUNT CURRENTLY PAST DUE	$
IF ACCOUNT HAS NOT BEEN HANDLED TO YOUR SATISFACTION, PLEASE EXPLAIN BELOW	

SIGNATURE	TITLE	DATE

ATC HQ FORM APR 80 702 (OPR-A) REPLACES 3507 ACS FORM 4, FEB 76, WHICH IS OBSOLETE

AIR FORCE

EDUCATION INQUIRY REQUEST

DEPARTMENT OF THE AIR FORCE
3507TH AIRMAN CLASSIFICATION SQUADRON (ATC)
LACKLAND AIR FORCE BASE, TEXAS 78236

REPLY TO ATTN OF: DPKA

SUBJECT: Educational Inquiry

No Transcripts Please

TO

1. The above-named individual, a recent enlistee in the USAF, is being considered for an assignment important to the security of the United States. These duties involve handling classified information, access to nuclear weapons and other equally responsible positions. Airmen assigned to these positions must possess a high degree of stability and reliability.

2. Please complete the items on the back of this letter. Your information will be a valuable aid in determining this airman's suitability for this sensitive military assignment. The airman is aware of this inquiry and, by signature below, concurs in release of the information. Please do not send a transcript.

3. The Privacy Act of 1974 (Public Law 93-579), requires that information obtained by Federal Agencies about an individual be released to that individual upon his/her request. The identity of the person providing the information must also be released to the individual. The information you provide in this questionnaire conforms to the provisions of the Privacy Act.

4. If this airman is selected for this assignment, an investigator may contact you for additional information. Should this occur, your further cooperation is solicited. Time limitations require that selections be completed within the next ten days. Your early reply and return of this letter will be greatly appreciated.

Gerald Elam
GERALD ELAM, GS-9, DAF
Chief, Assessment Section

RELEASE AUTHORIZATION

I am aware of this inquiry and I request that the information itemized on the reverse of this form be furnished for official Air Force use. This release includes any medical/psychological data deemed pertinent to the inquiry.

(Signature of Airman) (Last Year Attended)

AIR FORCE

EDUCATION INQUIRY FORM

EDUCATIONAL INQUIRY

NOTE: Please complete the appropriate Section(s) of this form (Section I, II, or both) that apply to your knowledge of the individual, and the nature of your association. Answer all questions in the appropriate Section(s) by checking the proper box, and enter other fill-in information as applicable. GRADE TRANSCRIPTS ARE NOT REQUIRED.

SECTION I - RECORDS DATA

1. Educational Level Completed

	Freshman		Senior
	Sophomore		Graduate Student
	Junior		None

2. Dates Attended *(Month and Year)*

FROM	TO
FROM	TO

3. Reason For Leaving School

	Graduated Completed		Finances
	Was Failing		Expelled
	Suspended *(Grades)*		Unknown
	Suspended *(Conduct)*		Other

REMARKS

4. Academic Standing *(Final Year)*

Class Rank _____ of _____

Letter Grade Average _____ or Grade Point Average _____ on Point System _____

5. Personal Conduct

☐ Satisfactory Record ☐ Other *(Specify)*

6. Emotional Stability

☐ Poor *(Explain in Item 13)* ☐ Average ☐ Good ☐ Excellent

SECTION II - PERSONAL EVALUATION

7. Aptitude	8. Achievement	9. Motivation
☐ Can Learn Quickly	☐ Outstanding	☐ Strives Consistently
☐ Average	☐ Average	☐ Moderate Effort
☐ Learns Slowly	☐ Low	☐ Apathetic, Aimless

10. Emotional Adjustment	11. Maturity
☐ Adapts Well to Surroundings, Even Under Stress	☐ Adult Outlook, Uses Discretion
☐ Average	☐ Average
☐ Unable to Cope With Problems	☐ Short-Sighted Behavior

12. Was Individual a Disciplinary Problem? (For example, suspended or expelled)

☐ Yes *(Explain)* ☐ No

13. If you have additional information concerning this individual's character, morals, leadership ability, or other factors bearing on suitability for a sensitive Air Force assignment, we will appreciate your comments in the space below.

_____

_____

_____

14. I ☐ DO ☐ DO NOT have unfavorable information to discuss by telephone.

I may be contacted by telephone at _____ *(Area code and number)* between the hours of _____ and _____.

DATE	NAME AND POSITION/TITLE	SIGNATURE

ATC HQ FORM FEB 80 44 (DPKA) REPLACES 3507 ACS FORM 6, JAN 77, WHICH IS OBSOLETE

AIR FORCE

EMPLOYMENT INQUIRY REQUEST

DEPARTMENT OF THE AIR FORCE
3507TH AIRMAN CLASSIFICATION SQUADRON (ATC)
LACKLAND AIR FORCE BASE, TEXAS 78236

REPLY TO ATTN OF: DPKA

SUBJECT: Employment Inquiry

TO:

1. The above named individual, a recent USAF enlistee, is being considered for an Air Force assignment to a position that requires the most stable and reliable person available. These duties involve handling classified information, access to nuclear weapons and other equally responsible positions. These positions may be physically or emotionally stressful. Airmen not selected for these sensitive positions will be considered for other interesting and worthwhile assignments.

2. To assist us in making a decision as to who could best fulfill these duties, we would appreciate your evaluation of this individual. Please complete the questionnaire on the reverse side of this letter.

3. If the airman is selected for this assignment, a Defense Department representative may contact you for additional information in the near future. Should this occur, your further cooperation is solicited.

4. Since final selections for these positions must be completed within the next ten days, we would appreciate an early return of your evaluation. A postage-free envelope is provided for your convenience.

5. Please return this letter as it contains information which will insure proper identification of the individual concerned.

6. The Privacy Act of 1974 (Public Law 93-579), requires that information obtained by Federal Agencies about an individual be released to that individual upon their formal written request. The identity of the person providing the information must also be released to the individual. The information you provide in this questionnaire conforms to the provisions of the Privacy Act.

Gerald Elam
GERALD ELAM, GS-9, USAF
Chief, Assessment Section

AIR FORCE

EMPLOYMENT INQUIRY FORM

EMPLOYMENT INQUIRY

1. DATES OF EMPLOYMENT (From - To)		2. IF AVAILABLE FROM YOUR RECORDS - SUBJECT'S
		JOB TITLE
		SALARY (Per Month, Week, Etc.)
		DATE OF BIRTH

3. REASON FOR LEAVING

ANSWER THE FOLLOWING QUESTIONS BY PLACING AN "X" IN THE PROPER BOX OR COLUMN

4. I WOULD:		5. JOB PERFORMANCE	
	a. Be glad to rehire subject.		a. Extremely competent.
	b. Prefer someone else (Explain below).		b. Very competent.
			c. Adequate.
			d. Incompetent.
6. EMOTIONAL STABILITY		7. ABILITY TO WORK WITH OTHERS	
	a. Exceptionally mature and stable. Functions effectively in periods of stress.		a. Excellent, effective in relationships with others, requires little supervision.
	b. Average for individual's age group.		b. Good. About average for individual's age in personal relationships.
	c. Questionable. May not stand up well under stress.		c. Poor: Cannot work effectively with others; is uncooperative or arouses antagonism needlessly. A liability in a team effort.

8. TO THE BEST OF YOUR KNOWLEDGE, HAS THE SUBJECT:	YES	NO
a. Had relatives or business interests in a foreign country?		
b. Ever belonged to or shown sympathetic interest in a communist, fascist or other subversive group?		
c. Ever associated with individuals who moral character or loyalty to the United States of America is questionable?		
d. Ever used alcobol excessively?		
e. Ever used harmful or illegal drugs?		
f. Ever been in any difficulty with law enforcement agencies?		
g. Ever been fired from a job for cause?		
h. Any chronic ailments or physical defects?		
i. Ever received medical or psychological treatment for emotional problems?		
j. Ever exhibited any behavior or activities which would indicate that individual is not reliable, honest, trustworthy, discreet, loyal to the United States of America, financially responsible, and of good character?		
NOTE: If your answer to any of the above questions is "YES", please explain in Item 12 below.		
9. ARE YOU ASSOCIATED WITH THE SUBJECT'S FAMILY?		
a. If so, would your answers to questions 8a through 8i generally apply to them? (Please explain any questionable areas in Item 12 below).		
10. DO YOU HAVE ANY UNFAVORABLE INFORMATION YOU WOULD PREFER TO DISCUSS PERSONALLY WITH AN AIR FORCE REPRESENTATIVE?		
11. WOULD YOU RECOMMEND THE SUBJECT FOR A POSITION OF TRUST AND RESPONSIBILITY INVOLVING THE SECURITY OF THE UNITED STATES OF AMERICA? (If your answer is "NO", please explain in Item 12 below).		

12. SPACE FOR DETAILED ANSWERS TO ANY OF THE ABOVE QUESTIONS (Indicate question numbers to which answers apply).

NAME OF COMPANY/FIRM

DATE	NAME AND POSITION/TITLE	SIGNATURE

ATC HQ FORM APR 80 704 (OPR:A)

REPLACES 3507 ACS FM 5, JAN 77, WHICH IS OBSOLETE

AIR FORCE
PEER RATING FORM

SENSITIVE SKILLS - PEER RATING

The Peer Rating is a very important tool used in considering candidates for sensitive Air Force skills governed under the provisions of the personnel reliability program (PRP). Only individuals of the highest caliber, stability, and character are assigned duties in high-risk sensitive positions. Keep this in mind as you complete this form. Enter your flight number, then roster number of each member of your flight identified for sensitive skill consideration. Based on your association with each of these airmen, rate them in each category (circle one), using the following scale. A - Excellent, B - Above Average, C - Average, D - Below Average, and E - Poor. Do not rate yourself.

FLIGHT : _____	ROSTER # _____	ROSTER # _____	ROSTER # _____	ROSTER # _____	ROSTER # _____	ROSTER # _____
Responsibility	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Trustworthiness	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Temperment	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Honesty	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Attitude	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Self-confidence	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Adjustment to stress	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Interpersonal relations	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Off-duty conduct	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E

FLIGHT : _____	ROSTER # _____	ROSTER # _____	ROSTER # _____	ROSTER # _____	ROSTER # _____	ROSTER # _____
Responsibility	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Trustworthiness	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Temperment	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Honesty	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Attitude	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Self-confidence	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Adjustment to stress	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Interpersonal relations	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E
Off-duty conduct	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E

Please give Roster # and brief explanation for all low ratings (D and E): _____

APPENDIX D

MATERIALS USED BY THE ARMY DURING THE SECURITY SCREENING PROCESS FOR ENLISTED ACCESSIONS

ARMY

SECURITY SCREENING QUESTIONNAIRE (169-R)

PAGE 1

DEPARTMENT OF THE ARMY
U S ARMY MILITARY PERSONNEL CENTER
2461 EISENHOWER AVENUE
ALEXANDRIA, VIRGINIA 22331-0400

SECURITY SCREENING QUESTIONNAIRE

APPLICANTS NAME: _____ SSN: _____

DOB: _____ POB: _____ MOS: ____ DEP DATE: _____

AD DATE: _____ INITIAL _____ UPDATE _____ SI-ONE-ON-ONE _____
(CHECK ONE)

****

PRIVACY ACT OF 1974 (ADVISEMENT STATEMENT): The Authority for requesting the following information is 10 U.S.C. 3012 and Executive Orders 10450, 11652, and 9397. The information is requested for the purpose of making security determinations for membership in the Armed Forces of the United States and for access to classified information. Routine uses include evaluation for determining the scope and coverage of personnel security investigations, use in conducting investigations and development of investigative leads to assure completeness of security investigations, providing evaluators or adjudicators with detailed personal history information relevent to security and suitability determinations, and for making and and reviewing enlistment eligibility decisions. The information may be disclosed to other Federal or Government agencies and administrative personnel involved in processing actions that evolve during the course of these determinations. COMPLETION OF THIS FORM IS VOLUNTARY: Failure on your part, however, to furnish all or part of the information requested may result in your not being accepted for your chosen MOS or enlistment option.

GENERAL INFORMATION CONCERNING THIS FORM: Completion of this processing questionnaire represents an initial security screening by representatives of the U.S. Army. If reviewed favorably, additional security screening will follow, to include a detailed background investigation conducted by the Defense Investigative Service. This investigation may encompass extensive checks with appropriate law enforcement agencies, credit and financial institutions, school teachers and administrators, friends, neighbors, employers, and other persons who may know and be willing to provide information concerning you. Upon completion of all screening and investigations, a determination will be made concerning your eligibility for access to sensitive intelligence information, and/or the MOS or option for which you are applying. You are advised that falsification of this questionnaire may result in the loss of your MOS/enlistment option, denial of a security clearance or access to sensitive information, denial of enlistment into the Army, reassignment or possible separation from the military service.

ANY ADVICE YOU MAY HAVE RECEIVED CONCERNING THE WITHHOLDING OF REQUESTED OR APPLICABLE INFORMATION SHOULD BE DISREGARDED. It will be in your best interest to complete honestly and accurately all questions below by circling the appropriate "YES" or "NO" response. If you answer "YES" to any question, fully explain your answer in the REMARKS section of this form, or on a separate piece of paper.

****

I HAVE READ AND UNDERSTAND THE ABOVE TWO STATEMENTS:

_____
Signature of Applicant

DAPC-EPMD FORM 169-R (Previous edition obsolete) FOR OFFICIAL USE ONLY
(Rev 1 Oct 86) (When filled in)

ARMY

SECURITY SCREENING QUESTIONNAIRE (169-R)

PAGE 2

1. Have you ever:

a. Been processed for employment to include military service with or investigated by a Federal Government Agency for any reason? ..... YES NO

b. Held a security clearance with the Federal Government or Civilian contractor? ..... YES NO

c. Been denied or had a security clearance revoked or suspended? ..... YES NO

d. Received disciplinary action under the Uniform Code of Military Justice, to include Article 15, Captain's Mast or Courts Martial? ..... YES NO

e. Been denied enlistment in, rejected by, or discharged from any branch of the Armed Forces? ..... YES NO

f. Been a member of the Peace Corps? ..... YES NO

g. Been a conscientious objector? ..... YES NO

2. Have you or any member of your family:

a. Held citizenship in any country other than the United States? ..... YES NO

b. Had U.S. citizenship by other than birth (been naturalized)? ..... YES NO

c. Had or currently have relatives residing outside the U.S. (Do not include travel under U.S. Government orders or direction. Do not include periods of less than one month travel to Canada or Mexico) ..... YES NO

d. Maintained any ties of affection, obligation or kinship to any individual of foreign birth or who is not a U.S. citizen? (If YES, give complete identifying data, to include full name, occupation, age, address, citizenship, extent of contact, and correspondence in the Remarks Section.) ..... YES NO

e. Had any financial interests, holdings or dealings with a foreign based business? ..... YES NO

f. Own property or a bank account in a foreign country? ..... YES NO

g. Ever travelled outside the United States, excluding short duration (less than one month) visits to Canada or Mexico? (Also exclude travel under U.S. Government orders or direction.) ..... YES NO

3. Have you:

a. Ever experimented with, EVEN ONE TIME, used on an infrequent or regular basis, any of the following type drugs or substances:

MARIJUANA.....	YES	NO	BARBITURATES.....	YES	NO	COCAINE.....	YES	NO
HASHISH.....	YES	NO	HEROIN.....	YES	NO	THC.....	YES	NO
AMPHETAMINES.....	YES	NO	HALLUCINOGENS..... (LSD, STP, PCP, etc)	YES	NO	OPIUM.....	YES	NO

b. Any synthetic or cure-type drugs, such as Methadone, or any other habit forming, dangerous, or illegal drug or substance? ..... YES NO

ARMY

SECURITY SCREENING QUESTIONNAIRE (169-R)

PAGE 3

c. Any narcotic sedative, stimulant, tranquilizer, antidepressant, ... YES NO glue, gas, solvent, etc?

d. IF YOUR ANSWER TO ANY OF THE ABOVE QUESTIONS WAS "YES" ENTER THE FOLLOWING INFORMATION:

Type drug/substance	_____	_____	_____	_____
Date of first use	_____	_____	_____	_____
Date of last use	_____	_____	_____	_____
Frequency of use (daily, weekly, etc)	_____	_____	_____	_____
Total times used (approximately)	_____	_____	_____	_____
Method of use (smoked, injected, snorted, etc)	_____	_____	_____	_____

e. Have you ever, EVEN ONE TIME:

POSSESSED.....	YES	NO	TRANSPORTED.....	YES	NO
GROWN.....	YES	NO	PRODUCED.....	YES	NO
BOUGHT.....	YES	NO	SOLD.....	YES	NO

any of the above drugs/substances mentioned in Questions 3a thru d above?

f. Has your usage of cannabis (marijuana, hashish, etc), narcotic substances, or dangerous drugs resulted in:

MEDICAL TREATMENT.....	YES	NO	EMPLOYMENT PROBLEMS.....	YES	NO
COUNSELING.....	YES	NO	EDUCATIONAL PROBLEMS.....	YES	NO
QUESTIONING/DETENTION BY ANY LAW OFFICIAL.....				YES	NO

4. Have you ever:

a. Used alcoholic beverages? ..... YES NO

(If your answer is YES, complete the following)

Date first used _____ Date last used _____

Frequency of use _____ Number of times intoxicated during last year ____

Your perception of what intoxication is _____

_____

_____

_____

ARMY

SECURITY SCREENING QUESTIONNAIRE (169-R)

PAGE 4

b. Has your use of alcoholic beverages ever resulted in:

MEDICAL TREATMENT..... YES NO EMPLOYMENT PROBLEMS..... YES NO

COUNSELING..... YES NO EDUCATIONAL PROBLEMS..... YES NO

QUESTIONING/DETENTION BY ANY LAW OFFICIAL ..... YES NO

c. Have you ever illegally:

MANUFACTURED ALCOHOLIC BEVERAGES..YES NO PURCHASED ALCOHOLIC BEVERAGES...YES NO

TRANSPORTED ALCOHOLIC BEVERAGES...YES NO SOLD ALCOHOLIC BEVERAGES.....YES NO

5. Have you ever:

a. experienced or are you now experiencing any of the following:

NERVOUS PROBLEMS..... YES NO MENTAL PROBLEMS..... YES NO

EMOTIONAL PROBLEMS..... YES NO BEHAVIORAL PROBLEMS..... YES NO

PERSONAL PROBLEMS..... YES NO STABILITY PROBLEMS..... YES NO

MENTAL ABUSE..... YES NO PHYSICAL ABUSE..... YES NO

b. as a result of problems listed in 5a above, have you ever been referred to, visited with, consulted with, or been examined by any:

MEDICAL AUTHORITY..... YES NO PSYCHIATRIST..... YES NO

PSYCHOLOGIST..... YES NO SOCIAL WORKER..... YES NO

PROFESSIONAL COUNSELOR... YES NO SCHOOL COUNSELOR..... YES NO

GROUP COUNSELING..... YES NO FAMILY COUNSELING..... YES NO

(IF "YES", GIVE DATES, PLACES, ADDRESSES, NAMES, AND NATURE OF PROBLEM IN REMARKS SECTION)

6. Have you ever experienced financial problems listed below:

LIENS..... YES NO LAW SUITS (FINANCIAL)..... YES NO

BANKRUPTCY..... YES NO CREDIT PROBLEMS..... YES NO

REFUSED CREDIT..... YES NO LATE/BEHIND IN PAYMENTS... YES NO

REPOSSESSIONS..... YES NO GARNISHMENTS..... YES NO

WRITTEN BAD CHECKS..... YES NO PASSED BAD CHECKS..... YES NO

DO YOU ANTICIPATE ANY FINANCIAL DIFFICULTIES IN THE FUTURE..... YES NO

EXPLAIN: _____

_____

_____

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ARMY

SECURITY SCREENING QUESTIONNAIRE (169-R)

PAGE 5

LIST ALL FINANCIAL OBLIGATIONS THAT ARE OUTSTANDING (TO INCLUDE CAR PAYMENTS/STUDENT LOANS)

BALANCE DUE	MONTHLY PAYMENTS	NAME OF CREDITOR	REASON FOR DEBT	DATE LAST PAYMENT MADE	STATUS OF ACCT (CURRENT, LATE, ETC)

7. Have you ever:

a. Attempted/contemplated/considered suicide whether as a gesture or on purpose? ..... YES NO

b. Been involved in or accused of:

CHILD MOLESTING..... YES NO STATUTORY RAPE..... YES NO

WINDOW PEEPING..... YES NO INDECENT EXPOSURE..... YES NO

MOONING..... YES NO STREAKING..... YES NO

HOMOSEXUAL ACT (SINCE AGE 15) YES NO ADULTERY..... YES NO

COHABITATION..... YES NO PROSTITUTION..... YES NO

c. Run away from home or considered doing so? ..... YES NO

d. Out of wedlock, been pregnant or caused someone to become pregant? ..... YES NO

8. Have you ever:

a. Left any employment under less than favorable conditions or while under investigation or suspicion such as:

FIRED..... YES NO QUIT WITHOUT NOTICE..... YES NO

b. Have you ever had problems with employers or co-workers ..... YES NO

9. Have you ever:

a. Advocated the use of force or violence to overthrow the Government of the United States or alter the form of Government of the United States by unconstitutional means; been a member of any group or closely associated with any individual(s) whose aims are in opposition to those of the United States? ... YES NO

b. Advocated the use of force or violence to prevent others from exercising their rights under the Constitution or laws of the United States or any subdivision thereof? ..... YES NO

ARMY

SECURITY SCREENING QUESTIONNAIRE (169-R)

PAGE 6

10. a. Have you ever been (whether guilty or not):

DETAINED BY LAW OFFICIALS.....	YES	NO	ARRESTED BY LAW OFFICIALS..	YES	NO
CITED BY LAW OFFICIALS.....	YES	NO	HELD BY LAW OFFICIALS.....	YES	NO
QUESTIONED BY LAW OFFICIALS.....	YES	NO	FINED BY ANY COURT.....	YES	NO
BEEN CONVICTED OF ANY LAW VIOLATION.	YES	NO	HAD ANY TRAFFIC OFFENSES...	YES	NO
HAD ANY JUVENILE OFFENSES.....	YES	NO	CONFINED BY ANY LAW.....	YES	NO
HAD ANY CIVIL COURT APPEARANCE.....	YES	NO			

HAD ANY CHARGES OR OFFENSES WHICH YOU WERE TOLD WERE DISMISSED/DROPPED BY... YES NO
COURT OR POLICE?

b. LIST ALL INSTANCES THAT YOU ANSWERED YES TO IN 10a ABOVE:

MONTH/YEAR	CITY/STATE	OFFENSE/REASON	DISPOSITION

c. Have you ever been involved in shoplifting/theft of any kind ..... YES NO
(whether caught or not)?

d. Have you ever:

PARTICIPATED IN ANY ILLEGAL OR VIOLENT DEMONSTRATIONS..... YES NO

BEEN A MEMBER OF A STREET OR OTHER TYPE GANG..... YES NO

BEEN SUSPENDED OR EXPELLED FROM SCHOOL FOR ANY REASON..... YES NO

11. Are there any other instances in your life, not already listed on this form which would adversely reflect upon your responsibility, reliability, or maturity or which you feel should be brought out at this time? ..... YES NO

12. HAVE YOU RECEIVED ANY ADVICE FROM ANY PERSON, EITHER DIRECT OR..... YES NO
INDIRECT, OR IMPLIED, TO WITHHOLD ANY INFORMATION?

****

EXPLAIN ANY YES ANSWER IN REMARKS SECTION ON PAGE 9

ARMY

SECURITY SCREENING QUESTIONNAIRE (169-R)

PAGE 7

I certify that I have read and understand the Privacy Act of 1974 Advisement Statement on Page 1 of this form, and that the answers on this form are true, complete, and correct to the best of my knowledge, memory, and belief. I understand that willfully making false statements or omissions of pertinent information may result in my not receiving a security clearance or SCI access, my dismissal from my MOS and/or enlistment option and/or unit and/or the U.S. Army. I further certify that I have not received any advice, implied or otherwise, to omit information requested by this form, unless otherwise noted in item 11.

I UNDERSTAND THAT MY CONTINUED ELIGIBILITY FOR SCI ACCESS MAY BE SUBJECT TO VERIFICATION THROUGH A PERIODIC POLYGRAPH EXAMINATION.

I further understand that I am obligated to inform the Security Interviewer or the appropriate Security Manager of any substantial change which occurs and which may alter the results of this security screening.

PRINT FULL NAME: _____

SSN: _____

DATE & PLACE OF BIRTH: _____

APPLICANT'S SIGNATURE: _____

****

FOR THE SECURITY INTERVIEWER'S USE ONLY

****

I certify that I have discussed each aspect of this form with the above named individual and have informed the applicant of the consequences of providing incomplete, misleading, or erroneous information.

Typed or Printed Name	SI Number	Signature of SI	Date and Place of interview

****

SECURITY DETERMINATION INFORMATION

****

_____ INITIAL INTERVIEW SI ONE-ON-ONE INTERVIEW _____

_____ UPDATE INTERVIEW Date of Initial Interview: _____

THE FOLLOWING ITEMS WERE CALLED IN FOR DETERMINATION (Circle applicable numbers)

1a, 1b, 1c, 1d, 1e, 1f, 1g, 2a, 2b, 2c, 2d, 2e, 2f, 2g, 3a, 3b, 3c, 3d, 3e, 4a, 4b, 4c, 5a, 5b, 6, 7a, 7b, 7c, 7d, 8a, 8b, 9a, 9b, 10a, 10b, 10c, 10d, 11, and 12.

WAIVER APPROVED/DISAPPROVED BY: PCCF: _____ DET: _____

DATE: _____ CN#: _____

SCI/SECURITY CLEARANCE ELIGIBILITY DRUG STATEMENT

1. I understand that the possession, use, sale, transfer, cultivation, or manufacture of marijuana, narcotics, dangerous drugs or other controlled substances is against army policy, may constitute unlawful conduct and may result in my being declared ineligible for access to sensitive compartmented information (SCI), and a security clearance.

2. I understand that any request for waiver of prior drug involvement will be considered only one time and, if granted, will be limited to and apply only to such involvement as I specifically described in this security screening questionnaire.

3. I understand that my statements regarding prior use or non-use or involvement with drugs are subject to further investigation and that any deliberate misrepresentation, falsification, or omission of material fact may be a basis for a determination or ineligibility for SCI access and a security clearance.

4. I will refrain from any future personal possession, use, sale, transfer, cultivation, manufacture, or other involvement with any and all types of marijuana, narcotics, dangerous drugs, or other controlled substances unless prescribed by competent medical authority. I will also avoid attendance at any activity where such substances may be present or in use. I will immediately remove myself from any activity or location should I become aware of the use or presence of such substances.

I FURTHER UNDERSTAND THAT MY INTENT TO REFRAIN FROM ALL ILLEGAL DRUG INVOLVEMENT BEGINS IMMEDIATELY UPON SIGNING THIS STATEMENT.

5. This statement is made freely, voluntarily, and of my own free will because of my desire to be granted a security clearance and/or access to sensitive compartmented information.

note: INSURE THAT YOU THOROUGHLY READ AND UNDERSTAND THIS STATEMENT PRIOR TO SIGNING.

DATE: _____ SIGNATURE OF APPLICANT: _____

DATE: _____ SIGNATURE OF INTERVIEWER: _____

ARMY

SECURITY SCREENING QUESTIONNNAIRE (169-R)

PAGE 9

REMARKS

Fully explain all "Yes" answers, by citing the number of the questions, then your explanation. If you continue this section on a plain sheet of paper, indicate the following information on the top of the continuation sheet, full name. SSN, place of birth, date of birth.

ARMY

PERSONNEL RELIABILITY PROGRAM

SCREENING QUESTIONNAIRE (189-R)

PAGE 1

DEPARTMENT OF THE ARMY
U.S. ARMY MILITARY PERSONNEL CENTER
2461 EISENHOWER AVENUE
ALEXANDRIA VIRGINIA 22331-0400

PERSONNEL RELIABILITY PROGRAM
SCREENING QUESTIONNAIRE

PART I (FOR APPLICANT TO READ AND UNDERSTAND)

DATA REQUIRED BY THE PRIVACY ACT: The authority for requesting the following information is 10 U.S.C., 3012, Executive Orders 10450, 11652, 9397, and Army Regulation 50-5. The principal purpose is to determine if you are eligible to enlist for training in a nuclear-related Military Occupational Specialty. The routine use of data obtained is to determine acceptability for the Personnel Reliability Program, and may be used to determine eligibility for enlistment in the Army. DISCLOSURE OF INFORMATION REQUESTED IS VOLUNTARY. However, if you do not provide the desired information, you may be denied the nuclear-related Military Occupational Specialty (MOS) Training-of-choice Option.

STANDARDS FOR NUCLEAR DUTY: Due to the destructive power of nuclear weapons and the grave implications of either accidental or deliberate detonation of these weapons, only those persons who have demonstrated unswerving loyalty, integrity, trustworthiness, and discretion of the highest order will be assigned to nuclear duties. All persons performing this duty will be continually evaluated, are obligated to report any factors or conditions which may adversely affect their performance, and will be promptly removed from nuclear weapons duty if there is any question about their judgment or reliability.

****

PART II (TO BE COMPLETED BY SECURITY INTERVIEWER)

NAME _____ SSN _____
Last First MI

has been interviewed using criteria listed below to evaluate his/her acceptability under the Nuclear Weapons Personnel Reliability Program (PRP) for training leading to an assignment to perform duties of a Critical or Controlled position. (SI circle applicable answer - YES or NO) ----- APPLICANT MUST INITIAL EACH RESPONSE.

		Applicant's Initials
1a. Objects to handling, participation in the firing, or military use of nuclear weapons.	YES/NO	_____
1b. FOR USE BY 95B MOS APPLICANTS ONLY: Objects to performing security duties in the vicinity of nuclear weapons stored, fired, or staged for military use.	YES/NO	_____
2. Required (or has an approved) waiver for a moral or administrative disqualification contained in AR 601-210, Table 4-1, line C, D, E, F, G, H, I, J, (K-USAR ONLY), M, N, O, Q, W ,X, Y, AA, AB, AC, AE, AG, AH, or AI; preservice alcohol or preservice drug abuse (If yes, circle applicable items).	YES/NO	_____
3. Has experimented with cannabis or a derivative (Marijuana, Hashish), within the last 90 days, but did not continue to use it, even on an infrequent basis. (Isolated, experimental cannabis use may be waived to authorize an enlistment commitment for training in a nuclear related PRP MOS). (See Part II, Item 4).	YES/NO	_____
4. Has illegally used or experimented (even once) with any other drugs or controlled substances, whether or not charged or convicted of same. (Includes: Cocaine, Heroin, Amphetamines, Morphine, LSD, PCP, Mescaline, Benzadrine, Valium, and similar substances) (Use as prescribed by a physician is not illegal).	YES/NO	_____

NOTE: For SI - Each YES response must be explained in Remarks.

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(Rev 1 Oct 86)

ARMY
PERSONNEL RELIABILITY PROGRAM
SCREENING QUESTIONNAIRE (189-R)
PAGE 2

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PART III (TO BE COMPLETED BY APPLICANT WITH ASSISTANCE OF SECURITY INTERVIEWER)

1. I have read and understand the Privacy Act Statement and Standards for NUCLEAR DUTY shown in Part I.

2. I have not received any advice, implied or otherwise, to omit information during this interview.

3. To the best of my knowledge, memory, and belief, the above information is accurate and valid.

4. I request that my isolated experimental use of cannabis be waived, and that I be authorized training in a nuclear-related MOS as an enlistment commitment. (Cross out if not applicable).

5. I understand that cannabis use in the Service is illegal and always disqualifying and will result in my removal from duty with nuclear weapons and reclassification to another skill. I will not use drugs of any kind while in the Delayed Entry Program and/or after reporting for active duty (unless prescribed by medical authority) if permitted to enlist in MOS _____.

_____
(Signature)

****

PART IV (TO BE COMPLETED BY SECURITY INTERVIEWER)

Based upon evaluation of the above factors, waiver for cannabis is (approved/disapproved/not applicable) and: (Name) _____ meets the initial screening criteria for the PRP. If the remaining specific MOS requirements are met, he/she is eligible for nuclear-related MOS training.

(Name) _____ does not meet PRP requirements as noted and is therefore ineligible to enlist for nuclear-related MOS training.

****

I certify that I have discussed each aspect of this form with the above-named individual and have informed the applicant of the consequences of providing incomplete or erroneous information.

****

_____	_____	_____
Signature of Interviewer	Date	Place of Interview

****

PART V REMARKS SECTION

ARMY

PERSONNEL SECURITY SCREENING INTERVIEW (IA-92)

PAGE 1

PERSONNEL SECURITY SCREENING INTERVIEW *(INSCOM Reg 380-1)*

PART I. PRIVACY ACT OF 1974 ADVISEMENT

The authority for requesting the information on this form and during the subsequent interview is contained in Title 10, United States Code, Section 3012, and Executive Orders 9397, 10450, and 12065. The requested information will be used for making personnel security determinations for membership in the Armed Forces of the United States and/or access to classified information, and for making personnel management decisions. The routine uses are for the determination of the scope and coverage of a personnel security investigation, assuring the completeness of investigations, and providing evaluators and adjudicators with basic personal history information relevant to security and suitability determinations. The information may be disclosed to other Federal agencies that are also charged with making the foregoing determinations and to administrative, law enforcement or investigative personnel responsible for matters that arise during these determinations. *Completion of this form and the subsequent personal interview is voluntary.* However, failure on your part to furnish all or part of the information requested may result in reassignment to non-sensitive duties or denial of access to classified information. At your request, a copy of this Privacy Act Advisement will be provided to you for your retention.

PART II. IDENTIFYING DATA

1. Name *(Last, First, Middle)*	4. Unit
2. Social Security Number	5. Training Center
3. Date and Place of Birth	6. MOS

PART III. INTERVIEW SUMMARY

(For completion by interviewer only) Date: _____

Interviewer: _____ Signature: _____

IA Form 92
1 Jul 81

FOR OFFICIAL USE ONLY *(When filled in)*

Previous editions of this form will be used until exhausted.

ARMY

PERSONNEL SECURITY SCREENING INTERVIEW (IA-92)

PAGE 2

PART IV. GENERAL

7 Why did you join the Army?

8 Why did you select the Army job (MOS) for which you enlisted?

9 Most difficult thing for you

10. Do you feel that you will be able to complete basic training on schedule?
☐ Yes ☐ No ☐ Not sure

11. Would you like to get out of the Army now? Why?

PART V. BACKGROUND DATA

12 Have you ever been involved with any of the following?

Yes	No		Yes	No		Yes	No	
☐	☐	a Curfew Violation	☐	☐	j. Injuring someone while driving	☐	☐	s. Possession, sale, or use of dangerous drugs or marijuana
☐	☐	b Malicious Mischief	☐	☐	k. Running away from home	☐	☐	t. Drinking underage
☐	☐	c Disturbing the Peace	☐	☐	l. Trespassing or hunting violation	☐	☐	u. Excessive drinking
☐	☐	d. Disorderly Conduct	☐	☐	m Illegal possession of weapon	☐	☐	v. Contributing to delinquency of minor
☐	☐	e Vagrancy	☐	☐	n Vandalism	☐	☐	w Misuse of identification
☐	☐	f Bad Checks	☐	☐	o. Theft	☐	☐	x. Sex Offenses
☐	☐	g Failure to pay alimony or child support	☐	☐	p. Shoplifting	☐	☐	y Indecent exposure
☐	☐	h Hit and Run	☐	☐	q Breaking and entering	☐	☐	z. Other law violations
☐	☐	i Moving Traffic Violation	☐	☐	r Assault			

Interviewers Comments

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ARMY

PERSONNEL SECURITY SCREENING INTERVIEW (IA-92)

PAGE 3

13 Have you ever?

Yes	No		Yes	No	
☐	☐	a. Been jailed or taken to police station	☐	☐	j. Attempted or considered suicide
☐	☐	b. Been summoned to appear in court	☐	☐	k. Been mentally or physically abused
☐	☐	c. Been involved in a lawsuit	☐	☐	l. Been pregnant or caused a pregnancy while not married
☐	☐	d. Had problems with creditors	☐	☐	m. Had a homosexual experience since sixteenth birthday
☐	☐	e. Had drivers license suspended or revoked	☐	☐	n. Undergone treatment or counseling for problems
☐	☐	f. Had trouble with supervisors	☐	☐	o. Had tranquilizers, stimulants or depressants prescribed for you
☐	☐	g. Had trouble with co-workers	☐	☐	p. Traveled or resided outside the United States
☐	☐	h. Quit a job without notice	☐	☐	q. Supported the violent overthrow of the Government
☐	☐	i. Been fired or dismissed from any job	☐	☐	r. Supported denial of rights to any group or individual

Interviewers Comments

14 Do you have?

Yes	No		Yes	No	
☐	☐	a. Any debts	☐	☐	d. Any correspondence with foreign nationals
☐	☐	b. Any friends or relatives who are not US citizens	☐	☐	e. Any business interests or investments in a foreign country or company
☐	☐	c. Any friends or relatives in foreign countries	☐	☐	f. Any money in foreign banks

Interviewers Comments

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ARMY

PERSONNEL SECURITY SCREENING INTERVIEW (IA-92)

PAGE 4

PART VI. EDUCATIONAL HISTORY

	HIGH SCHOOL	COLLEGE OR TECH SCHOOL	20 What educational goals have you set for yourself?
15. Type of program or major.			
16 Graduated	☐ Yes ☐ No	☐ Yes ☐ No	
17 If you did not graduate why did you leave school?			
18. Were you ever disciplined by school authorities?	☐ Yes ☐ No	☐ Yes ☐ No	
19. How did you finance your education?			

Interviewers Comments

PART VII. INTERVIEWEE STATEMENT

(For signature by the interviewee at the conclusion of the personal interview.)

In connection with my consideration for sensitive duties with the US Army, I, _____ _____, have been informed of the authority for this interview under the Privacy Act of 1974, and the voluntary nature of my participation in the interview. If criminal activities were disclosed during the interview, I was advised of my legal rights under the Constitution of the United States and the Uniform Code of Military Justice. If I requested it, a copy of the Privacy Act Advisement for this interview has been given to me for my retention.

The information on this form is given voluntarily to be used in conjunction with my processing for possible future assignment.

I understand that any information I give may be placed in my security files, whether or not I am selected for sensitive duties, and may be used in the future, along with an appropriate investigation, for determining my eligibility for a security clearance, military assignments or continued military service.

I have examined this form and the interviewer's comments thereon. The information I provided is accurately described by the interviewer.

Date. _____ Signature: _____ SSN: _____

Interviewer: _____

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952-737

APPENDIX E

MATERIALS USED BY THE NAVY DURING THE SECURITY SCREENING FOR ENLISTED ACCESSIONS

NAVY

SAMPLE FORM USED AT MEPS FOR SCI APPLICANTS

PAGE 1

SUGGESTED QUESTIONS TO BE ASKED OF POTENTIAL CRYPTOLOGIC TECHNICIAN AND INTELLIGENCE SPECIALIST CANDIDATES:

Have you ever been arrested, held, cited, detained or questioned by any law enforcement agency? (Include any juvenile offenses, or charges that were ultimately dismissed, withdrawn or you were not found guilty).

For NAVET and OSVET include: Have you ever been court-martialed or received non-judicial punishment (Captain's Mast, Article 15, office hours) while in the military service?

Have you ever used or experimented with drugs, narcotics or marijuana? (This includes even one use).

Have you ever bought or sold illegal drugs, narcotics or marijuana?

Are any members of your immediate family involved in any way in use or trafficking in marijuana, illegal drugs or narcotics? Do any of your family members have any arrest record pertinent to illegal drugs?

Do you or any member of your immediate family have a history of excessive use of alcohol? (For candidate ask about arrests for minor in possession and DWI/DUI).

Have you ever declared bankruptcy or had any item of goods repossessed?

Have you ever had a check returned for insufficiant funds? Explain.

What are your current financial obligations? (Provide total amount owed to each account and monthly payments against the account).

Are any accounts in arrears?

Have you ever been fired from a job or quit to avoid being fired?

Are you eligible to be rehired at each and every place you have been employed?

Have you ever been treated for any nervous, emotional or mental disorders?

Is there a history of epilepsy in your immediate family?

Have you ever been expelled or suspended from any educational institution (junior high through college) for cause?

Are any members of your immediate family citizens of a country other than the United States?

Do you have any close friends or relatives who are residing in a foreign country?

NAVY

SAMPLE FORM USED AT MEPS FOR SCI APPLICANTS

PAGE 2

Do you have any friends or relatives who are not U.S. citizens?

Have you ever travelled outside the United States? To what country(ies)?

Have you ever been associated with any group or individual that advocates the use of force or violence to alter the Government of the United States?

Have you ever participated, either actively or passively, in a sexual relation with someone of your own sex?

Have you ever been involved in sexual activity that you consider to have been unusual, abnormal or perverted?

Are there any questions previously asked that would be answered "yes" by your current or ex-spouse?

Are there any incidents or situations in your background which might reflect on your loyalty or suitability for access to sensitive information?

Is there any individual such as a former employer, school official, co-worker, neighbor, landlord, girl friend, school friend or creditor who might provide adverse or negative information about you or your family during the course of a full-field background investigation?

* * * *

Don't be reluctant to go further into any of the above questions to explore questionable or unusual circumstance. If a "yes" answer is given to any question ask for full details of the matter.

Adjudicate the information you obtain objectively. Ask yourself a question. Is this individual the type with whom we can trust our nation's secrets? If you were the official solely responsible for security of the highly sensitive defense information at your duty station would you feel secure in certifying this person for full access knowing any compromise would be your responsibility?

APPENDIX F

MATERIALS USED BY THE MARINE CORPS DURING THE SECURITY SCREENING PROCESS FOR ENLISTED ACCESSIONS

MARINE CORPS
SCREENING QUESTIONNAIRE FOR SCI APPLICANTS
PAGE 1

UNITED STATES MARINE CORPS
U. S. Marine Corps Recruiting Station
1520 State Street, Suite 210
San Diego, California 92101-2984

PRELIMINARY QUESTIONNAIRE FOR ENLISTMENT FOR THE INTELLIGENCE/SIGNALS INTELLIGENCE/GROUND ELECTRONIC WARFARE OPTION AND THE SIGNALS INTELLIGENCE OPTION UNDER THE EOP

Background

a. Executive order 11905. Section 102 of the National Security Act of 1947, and the National Security Council Directives have established minimum personnel security standards for all United States Government military personnel who require access to Sensitive Compartmented Information (SCI).

b. Assignment to occupational fields 26 and 02 requires both a Top Secret Clearance and a Certification of Eligibility for Access to SCI.

c. Assignment to these occupational fields (2600) and (0200) (program 382) therefore falls within this requirement. Consequently, the applicant will undergo a rigorous background investigation to determine access eligibility. The formal investigation process will begin at the recruit depot. Unsatisfactory completion of the following questionnaire will eliminate those persons who clearly do not meet the basic eligibilty requirements. Reasonable assurances will be given to those personnel satisfactory completing this questionnaire that they should meet the overall requirements. They may be recruited into this program contingent upon a final, favorable eligibility determination. However, it must be emphasized that satisfactory completion of the following questionnaire does not guarantee that the determination of eligibility will be favorable. If the determination is unfavorable, the conditions as specified in the basic SOU apply. In general, the candidate shall be of execellent character and discretion and of unquestionable loyalty to the U. S., and members of the candidate's immediate family and persons to whom the individual is bound by affection or obligation should not be subject to duress by a foreign power. Below is a listing and explanation of the areas which comprise the criteria for determining the security clearance level and the eligibility for SCI.

(1) Citizenship. Applicants and members of their immediate family (Spouse, parents, brother, sister and children) must be U.S. citizens. If naturalized, proof of naturalization must be furnished. Security clearance waiver may be granted even if immediate family members are not U.S. citizens, providing such family members reside in the U.S. as immigrant aliens and providing their citizenship is not in a communist or communist-controlled country.

(2). Foreign Relatives. No applicants will be selected who have relatives or close friends with whom close contact is maintained who are residing in or who are citizens of a communist or communist-controlled country

(3) Drugs. No applicant will be selected who is addicted to or physically or psychologically dependent on any illegal drug, who has trafficked in drugs, has illegally used narcotics within the past year or who has used dangerous drugs within the past six months.

(4) Mental Illiness. Any applicant who has been treated for mental illiness must produce medical evidence of successful treatment.

MARINE CORPS

SCREENING QUESTIONNAIRE FOR SCI APPLICANTS

PAGE 2

(5) FINANCIAL RESPONSIBILITY. No applicant will be selected who has a history of bad checks (unless through bank error), repossessions, cancelled or suspended charge accounts, or indebtedness exceeding one-half of the annual salary of the pay grade at which the person is being recruited.

(6) Criminal Record. No applicant will be selected who has an adult conviction of a felony, or who has an established record of repeated misdemeanors or traffic violations.

(7) School Record. No applicant will be selected who established a pattern of repeated difficulties with school officials, periodic suspensions, vandalism or abusive behavior, or who has been permanently expelled as a result of such activity.

(8) Sexual Offenses. No applicant will be selected who has engaged in homosexual activity, exhibitionism, voyeurism, transvestism or coercive sexual behavior of any kind.

(9) Employment. No applicant will be selected who has established a job-hopping record where there is a demostrated pattern of loafing, irresposibility, unexplained absenteeism , theft or inability to get along with superiors or fellow employees. No applicant who is a former member of the peace corps will be selected.

d. The ultimate determination of whether the granting of SCI access is clearly consistent with the interest of national security shall be an overall, common-sense determination based in all available information. However, persons who fail to satisfactory complete the following questionaire, probably will not meet the requirements, and should not be considered.

2. Instructions.

a. A "NO" answer to question "A" automatically disqualifies an applicant.

b. A "YES" answer to questions "F", "W", or "Y" automatically disqualifies an apllicant.

c. Three or more unfavorable answers should disqualify an applicant. All unfavorable answers should be fully explained to expedite the clearance process.

Under the authority of 5 U.S.C. 301, Department regulations, and executive orders 10450,as amended, and 11652, information concerning your personal history is requested in order to evaluate your eligibility for access to sensitive information. The information provided by you will become a permanent part of your security file in the Naval Security Group Personnel Security/Access File System. The information provided by you will not be divulged, without your written authorization, to anyone other than Personnal, Security, Investigative, or Intelligence Agencies of the Department of Defense, you are not required to provide the information, however, failure to do so will result in the inability of the Commander, Naval Security Group Command to evaluate your eligibility for access to Sensitive Compartmented Information, therefore making you ineligible for assignment to duties requiring access to Sensitive Compartmented Information, and thereby disqualifying you for enlistment under this program.

MARINE CORPS

SCREENING QUESTIONNAIRE FOR SCI APPLICANTS

PAGE 3

QUESTIONNAIRE

THE APPLICANT WILL ANSWER THE QUESTIONS BELOW BY PLACING INITIALS IN THE APPROPRIATE BLOCK ERASURES AND CROSS-OUTS ARE NOT PERMITTED

		YES	NO
a.	ARE YOU A UNITED STATES CITIZEN?	___	___
b.	ARE ANY MEMBERS OF YOUR IMMEDIATE FAMILY OF A COUNTRY OTHER THAN THE UNITED STATES?	___	___
c.	DO YOU HAVE ANY CLOSE FRIENDS OR RELATIVES WHO ARE RESIDING IN A FOREIGN COUNTRY?	___	___
d.	HAVE YOU EVER TRAVELLED OUTSIDE THE UNITED STATES?	___	___
e.	HAVE YOU EVER BEEN ASSOCIATED WITH ANY GROUPS OR INDIVIDUALS WHO ADVOCATE THE USE OF FORCE OR VIOLENCE TO ALTER THE GOVERNMENT OF THE UNITED STATES?	___	___
f.	DO YOU ADVOCATE THE USE OF FORCE OR VIOLENCE TO ALTER THE GOVERNMENT OF THE UNITED STATES?	___	___
g.	HAVE YOU EVER USED ANY NARCOTIC, DEPRESSANT, STIMULANT HALLUCINOGEN (to include LSD or PCP) OR CANNABIS (to include MARIJUANA and HASHISH) EXCEPT AS PRESCRIBED BY A LICENSED PHYSICIAN? (some cannabis use is waiverable)	___	___
h.	HAVE YOU OR ANY MEMBER OF YOUR IMMEDIATE FAMILY EVER BEEN INVOLVED IN THE ILLEGAL PURCHASE, POSSESSION OR SALE OF ANY NARCOTIC, DEPRESSANT, STIMULANT, HALLUCINOGEN OR CANNABIS?	___	___
i.	HAVE YOU OR ANY MEMBER OF YOUR IMMEDIATE FAMILY"S USE OF ALCOHOL BEVERAGE EVER RESULTED IN THE LOST OF A JOB, ARREST BY POLICE OR TREATMENT OF ALCOHOLISM?	___	___
j.	HAVE YOU EVER BEEN A PATIENT IN ANY INSTITUTION PRIMARILY DEVOTED TO THE TREATMENT OF MENTAL, EMOTIONAL, PSYCHOLOGICAL OR PERSONALITY DISORDERS?	___	___
k.	BESIDES MINOR TRAFFIC VIOLATIONS AND MISDEMEANORS, HAVE YOU EVER BEEN ARRESTED, HELD, CITED, DETAINED OR QUESTIONED BY ANY LAW ENFORCEMENT AGENCY?	___	___
l.	HAVE YOU EVER DECLARED BANKRUPTCY?	___	___
m.	HAVE YOU EVER HAD ANY ITEM REPOSSESSED?	___	___
n.	HAVE YOU EVER HAD ANY CHECKS RETURNED FOR INSUFFICIENT FUNDS?	___	___
o.	DO YOU HAVE ANY ACCOUNTS THAT ARE IN ARREARS?	___	___
p.	HAVE YOU EVER BEEN EXPELLED OR SUSPENDED FROM ANY EDUCATIONAL INSTITUTION FOR CAUSE?	___	___
q.	ARE YOU ELIGIBLE TO BE REHIRED AT EACH AND EVERY PLACE THAT YOU HAVE BEEN EMPLOYED?	___	___
r.	HAVE YOU EVER PARTICIPATED, EITHER ACTIVELY OR PASSIVELY, IN A SEXUAL RELATION WITH SOMEONE OF YOUR OWN SEX, IN EXIBITIONISM, IN TRANSVESTISM OR IN ANY OTHER SEXUAL ACTIVITY THAT YOU CONSIDER TO BE PERVERTED (kinky)?	___	___

MARINE CORPS

SCREENING QUESTIONNAIRE FOR SCI APPLICANTS

PAGE 4

	YES	NO
s. ARE THERE ANY INCIDENTS OR SITUATIONS IN YOUR BACKGROUND WHICH MIGHT REFLECT ON YOUR LOYALTY OR SUITABILITY FOR ACCESS TO SENSITIVE INFORMATION?	___	___
t. HAVE YOU EVER FAILED OR REFUSED TO SIGN A LOYALTY OATH OR PLEADED PROTECTION OF THE FIFTH AMENDMENT OR ARTICLE 31 OF THE UNIFORM CODE OF MILITARY JUSTICE?	___	___
u. IF AGE 18 YEARS OR OLDER DID YOU REGISTER FOR THE DRAFT AS REQUIRED?	___	___
v. IS THERE ANY INDIVIDUAL SUCH AS A FORMER EMPLOYER, SCHOOL OFFICIAL, CO-WORKER, NEIGHBOR, LANDLORD OR CREDITOR WHO MIGHT PROVIDE NEGATIVE INFORMATION ABOUT YOU DURING THE COURSE OF A SPECIAL BACKGROUND INVESTIGATION?	___	___

FOR PRIOR SERVICE PERSONNEL

w. HAVE YOU EVER BEEN IN VIOLATION OF ANY SECURITY REGULATIONS OF THE UNITED STATES GOVERNMENT?	___	___
x. HAVE YOU EVER BEEN COURT-MARTIALED OR RECIEVED NONJUDICIAL PUNISHMENT (Capts' Mast, Art 15, Office Hours, etc)?	___	___
y. HAVE YOU EVER BEEN A MEMBER OF THE PEACE CORPS?	___	___

FOR ENLISTEE:

DAY/MONTH/YEAR	SSN	PRINTED NAME	SIGNATURE

FOR MEPS LIAISON NCO:

DAY/MONTH/YEAR	SSN	PRINTED NAME	SIGNATURE

MARINE CORPS

INTERVIEW OUTLINE USED AT RECRUIT TRAINING

PAGE 1

INTERVIEW OUTLINE

1. LAST NAME, FIRST NAME, MIDDLE NAME, SUFFIXES (JR., I, II, ETC.)
2. TODAY'S DATE (DAY/MONTH/YEAR) (1ST THREE LTRS OF MONTH)
3. PLT, BOOT CAMP GRADUATION DATE
4. SSN
5. DATE OF BIRTH (CITY AND STATE)
6. PLACE OF BIRTH (CITY AND STATE)
7. PROGRAM INTERESTED IN (2600, 0200, 0300)

PERSONAL FROM HERE ON. . .ALL QUESTIONS REFER FROM BIRTH UNTIL TODAY.....

8. ANY OR ALL TRAFFIC VIOLATIONS, NO MATTER HOW MINOR. MO/YR VIO FINE
9. ANY OR ALL INCIDENTS WHERE YOU'VE BEEN INVOLVED WITH THE LAW. (WHETHER OR NOT YOU WERE DETAINED, QUESTIONED, FINGERPRINTED, PHOTGRAPHED OR JAILED) MO/YR VIO FINE
10. HAVE YOU DRANK ANY ALCOHOLIC BEVERAGE? (WINE WITH COMMUNION) HAVE YOU PASSED OUT OR BLACKED OUT WHILE DRINKING? (IF SO THE NUMBER OF TIMES) HAVE YOU EVER BEEN INVOLVED IN ANY SERIOUS ARGUMENTS, FIGHTS OR LEGAL PROBLEMS WHILE DRINKING? IF SO, LIST
11. HAVE YOU EVER USED ANY HABIT FORMING DRUGS SUCH AS HASHISH, HEROIN, COCAINE, SPEED, LSD, MARIJUANA, ANGELDUST, PCP, MUSHROOMS, CRANK, MESCALINE, PEYOTE, ETC, ILLEGAL OR LEGAL HABIT FORMING DRUG EVEN IF PRESCRIBED BY A DOCTOR? (NAME OF SUBSTANCE, TIME PERIOD USED, AND THE NUMBER OF TIMES USED)
12. HAVE YOU EVER BEEN INVOLVED IN ANY HOMOSEXUAL ACTIVITIES, ACTS OF SODOMY OR SEXUAL ORGIES?
13. IS EVERYONE IN YOUR IMMEDIATE FAMILY A U.S. CITIZEN? DO YOU HAVE ANY CLOSE AND COTINUOUS CONTACTS WITH ANYONE WHO IS NOT A U.S. CITIZEN? (IF YES, RELATIONSHIP AND COUNTRY/COMPANY)
14. ARE YOU ADOPTED? YES OR NO
15. DO YOU HAVE ANY FRIENDS OR RELATIVES LIVING OUTSIDE THE U.S. NOT WORKING FOR THE U.S. GOVERNMENT? (IF YES - RELATIONSHIP TO YOU AND COMPANY)
16. HAVE YOU SUFFERED FROM FREQUENT HEADACHES, NERVOUS DISORDER, HAD ANY PSYCHIATRIC TREATMENT OR BEEN COUNSELED ON PROBLEMS? (IF YES, WHICH ONE AND WHEN MON/YR)
17. HAVE YOU USED ANY OTHER NAME(S) BESIDES THE ONE YOU LISTED ABOVE? (LEGAL NAME CHANGE OR ADOPTED NAME) (IF YES LIST NAME)
18. HAVE YOU EVER BEEN FIRED FROM A JOB? (LIST COMPANY, WHY AND YR)
19. HAVE YOU BELONGED TO ANY ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF THE U.S. GOVERNMENT, OR ANY RADICAL GROUP? (IF YES, LIST GROUP)
20. ARE YOU SINGLE MARRIED OR DIVORCED? (TODAY)
21. DO YOU SPEAK A FOREIGN LANGUAGE FLUENTLY? (IF YES LIST LANGUAGE)
22. DO YOU WALK OR TALK IN YOUR SLEEP? (IF YES - LAST TIME