



WARRIOR Act

Women Add Resourcefulness and Resilience to Improve Operational Readiness

Overview

The **WARRIOR Act** strengthens military readiness and fairness by ensuring that all service members are evaluated based on job-related, gender-neutral standards and are not excluded from any role on the basis of gender. The bill modernizes outdated statutes, increases transparency, and enhances congressional oversight of military personnel policies.

Key Provisions

1. Prohibits Gender-Based Exclusion

Establishes a clear, statutory prohibition on excluding any service member from a military occupational specialty, career field, or assignment based on gender.

2. Applies Standards Universally

Removes outdated language limiting protections to roles already “open to both male and female members,” ensuring all positions are covered.

3. Requires Job-Relevant, Evidence-Based Standards

Mandates that occupational standards reflect the actual requirements of the job, including:

- o Technical
- o Tactical
- o Cognitive
- o Physical abilities

Requires standards to be developed through a scientifically rigorous process.

4. Strengthens Oversight and Transparency

Requires the Department of Defense to submit annual reports to Congress detailing:

- o Changes to occupational standards
- o Data on involuntary reassignments and separations

o Justifications for personnel decisions

Expands congressional review of proposed changes, including costs, data, and rationale, and extends the review period to 180 days.

5. Supports Deliberate Implementation

Requires a minimum 18-month evaluation period for new standards

Incorporates input from Department of Defense medical and research experts

6. Enhances Accountability Through Independent Review

Mandates submission of a full, unredacted study on combat unit effectiveness

Requires a follow-up review by the Government Accountability Office (GAO)

Why It Matters

Promotes fairness: Ensures all qualified individuals have equal access to serve.

Strengthens readiness: Aligns standards with real operational needs.

Modernizes policy: Updates outdated, gender-specific language

Improves oversight: Gives Congress greater visibility into military personnel decisions

Bottom Line

The **WARRIOR Act** ensures that every service member is evaluated based on ability—not gender—while maintaining high standards that reflect the demands of military service.