Department of Defense
Human Resources Agency

OFFICE OF THE UNDER SECRETARY OF DEFENSE
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APR 07 2008

PERSONNEL AND
READINESS

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
ASSISTANT SECRETARIES OF DEFENSE
UNDER SECRETARIES OF DEFENSE
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, OPERATIONAL TEST AND EVALUATION
INSPECTOR GENERAL OF THE DEPARMENT OF DEFENSE
ASSISTANTS TO THE SECRETARY OF DEFENSE
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTOR, PROGRAM ANALYSIS AND EVALUATION
DIRECTOR, FORCE TRANSFORMATION
DIRECTOR, NET ASSESSMENT
DIRECTORS OF DEFENSE AGENCIES
DIRECTORS OF DOD FIELD ACTIVITIES

SUBJECT: Secretary of Defense Medal for the Global War on Terrorism – Change 1

This memorandum amends the August 9, 2007, policy, Subject: "Secretary of Defense Medal for the Global War on Terrorism," to clarify the criteria for issuance of the Global War on Terrorism (GWOT) Medal for DoD civilian employees. Accordingly, the attached policy has been amended, in pertinent parts, to clarify the eligibility criteria as follows:

"The medal shall be awarded to civilian employees of the Department of Defense, who on or after September 11, 2001, to a date to be determined, participate abroad in an operation that directly supports a U.S. military GWOT operation in a designated geographic location approved for award of the military GWOT Expeditionary Medal or similar operation for which a separate military campaign award is granted."

I encourage you to present the GWOT Medal to eligible civilian employees in an appropriate commemorative ceremony or other meaningful recognition venue that honors their courageous, enduring service and sacrifice in support of contingency operations, combat operations, and stability and reconstruction missions throughout the world.

Questions concerning this matter may be directed to Mr. Eric Russi. He can be contacted at (703) 571-9284.

Patricia S. Bradshaw
Deputy Under Secretary of Defense
Civilian Personnel Policy

Attachment:
As stated

"SECRETARY OF DEFENSE MEDAL FOR THE GLOBAL WAR ON TERRORISM" for Civilian Employees of the Department of Defense

1. Purpose: The "GLOBAL WAR ON TERRORISM (GWOT)" medal is established to recognize the contributions and accomplishments of the civilian workforce of the Department of Defense in direct support of the armed forces, whose members are engaged in operations to combat terrorism in all forms throughout the world.

2. Description:

MEDAL:

Obverse: The statue of freedom represents the ultimate goal of operations in support of the Global War on Terrorism. The laurel branches symbolize honor and achievement. The five stars allude to the military services, and the triangle, which is the traditional symbol of civilian service, denotes support. The spears enclose and defend "Freedom" and allude to support for military service.

Reverse: The disc represents a globe, with arrowheads suggesting that danger and terrorism may develop anywhere. The polestar is an ancient symbol of navigation denoting direction, preparation and planning.

RIBBON: Medium blue is the color associated with the Department of Defense. Gold represents excellence and achievement. Black and red symbolize the threat and danger of terrorism. Red, White and Blue, our National colors, are for patriotism and the love of freedom.

3. Eligibility:

a. General. Eligibility criteria for the medal are aligned as closely as practicable with that of the GWOT Expeditionary Medal awarded to members of the Armed Forces or other similar medal that is awarded for a specific campaign. President George W. Bush established the GWOT Expeditionary Medal by Executive Order 13289 dated March 12, 2003.

(1) The medal shall be awarded to civilian employees of the Department of Defense, who on or after September 11, 2001, to a date to be determined, participate abroad in an operation that directly supports a U.S. military GWOT operation in a designated geographic location approved for award of the military GWOT Expeditionary Medal or similar operation for which a separate military campaign medal was awarded.

(2) The GWOT medal shall be awarded to DoD civilian employees only for a military operation approved for award of the GWOT Expeditionary Medal or similar operation for which a separate military campaign medal was awarded to military personnel.

b. Specific. Employees must be engaged in direct support for 30 consecutive days in an area of eligibility in a military operation (or the full period when the operation is of less than 30 days duration), for 60 non-consecutive days in an area of eligibility provided this support involves the employee entering the area of eligibility, or regardless of time, be killed or medically evacuated from the area of eligibility while providing direct support in the designated operation. Under no circumstances are personnel in the United States eligible for the medal.

(1) Area(s) of Eligibility. The area(s) of eligibility are the same as designated for approved GWOT Expeditionary Medal military operations or other similar operation for which a separate military campaign medal was awarded to military personnel, i.e.,

(a) The foreign territory on which military troops have actually landed or are present and specifically deployed for operation;

(b) Adjacent water areas in which ships are operating, patrolling, or providing direct support of the operation, and

(c) The air space above and adjacent to the area in which operations are being conducted.

(2) Qualifying Operations. Significant U.S. military activities awarded the GWOT Expeditionary Medal or other similar significant U.S. activities for which a separate military campaign medal was awarded to military personnel.

c. Guidelines. The GWOT Medal is a "theater" award and is authorized for all civilian employees who meet the eligibility requirements in section 3., above.

d. Definitions.

(1) "Direct support" is defined as services provided to participating military activities or armed forces in a military operation awarded the GWOT Expeditionary Medal or in other similar operation for which a separate military campaign medal was awarded to military personnel only if the employee actually enters the designated area of eligibility.

(2) "Civilian employee" is an individual meeting the definition of "employee" under Title 5, United States Code, section 2105, and who would be eligible for awards

under DoD 1400.25-M, Subchapter 451, "Awards," including employees of non-appropriated fund activities.

e. Limitations on Awarding Medals. The medal may be awarded only to civilian employees of the Department of Defense and only for operations awarded the GWOT Expeditionary Medal or for similar operations for which a separate military campaign medal is awarded to military personnel. The Medal may not be awarded to contractor personnel. The Medal may be awarded only once to a civilian employee for service to a GWOT military operation. An employee may not be awarded both the GWOT medal and the Armed Forces Civilian Service Medal for the same operation. A contribution to or support of a GWOT military operation by employees assigned to remotely located activities, e.g., outside the areas of eligibility, is not justification for award of the GWOT Medal. Such performance or contribution, if merited, may be acknowledged by other appropriate recognition.

4. Posthumous Awards: The medal may be awarded posthumously and, when so awarded, may be presented to a representative of the deceased employee's family.

5. Responsibilities and Approval: Secretaries of the Military Departments, the Director, Administration and Management on behalf of the Office of the Secretary of Defense and its Field Activities, and Directors of Defense Agencies are delegated responsibility for the procurement, issuance, and administrative procedures for approval of the GWOT Medal for civilian employees within their respective Services or Agencies.