



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
2461 EISENHOWER AVENUE
ALEXANDRIA, VA 22332-0300

DAPE-CPZ-NF

JAN 06 2012

MEMORANDUM FOR ALL ARMY NAF HUMAN RESOURCES OFFICES

SUBJECT: Expand the Definition of Family Members Preference to Include Same-Sex Domestic Partners of Nonappropriated Fund (NAF) Employees and their Unmarried Children

1. Reference DoD Instructions (DoDI) 1400.25, Volume 1232, January 5, 2012.
2. A recent revision to DoDI 1400.25, Volume 1232, requires that where family member preference is provided to the spouse of a NAF employee and their children, that preference shall also be provided to the same-sex domestic partner of a NAF employee and their unmarried dependent children. Family member preference related to a military member is restricted to the member's spouse or unmarried dependent child.
3. A domestic partner is defined as a person in a domestic partnership with a civilian employee of the same sex.
4. Domestic partnership is a committed relationship between two adults of the same sex in which the partners:
 - (1) Are each other's sole domestic partner and intend to remain so indefinitely.
 - (2) Maintain a common residence and intend to continue to do so (or would maintain a common residence but for an assignment abroad or other employment-related, financial, or similar obstacle).
 - (3) Are at least 18 years of age and mentally competent to consent to contract.
 - (4) Share responsibility for a significant measure of each other's financial obligations.
 - (5) Are not married or joined in a civil union to anyone else.
 - (6) Are not the domestic partner of anyone else.
 - (7) Are not related in a way that, if they were of opposite sex, would prohibit legal marriage in the U.S. jurisdiction in which they reside.

DAPE-CPZ-NF

SUBJECT: Expand the Definition of Family Members Preference to Include Same-Sex Domestic Partners of Nonappropriated Fund (NAF) Employees and their Unmarried Children

(8) Are willing promptly to disclose any dissolution or material change in the status of the domestic partnership.

5. The point of contact is Ms. Rena Gwyn, NAF Human Resources Policy and Program Division, 703-325-7763 or DSN 221-7763.



SANDRA G. CURRAN
Director, NAF Human Resources
Policy and Programs Division