



SECRETARY OF THE ARMY  
WASHINGTON

16 NOV 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Flagging and Bars to Continued Service of Soldiers Who Refuse the COVID-19 Vaccination Order

1. Purpose. This memorandum provides policy and procedures for flagging Soldiers who refuse the COVID-19 vaccination order and are not pending an exemption request.
2. Background. On 14 September 2021, FRAGO 5 to HQDA EXORD 225-21 (COVID-19 Steady State Operations) was published. This order directed all Soldiers, not otherwise exempt, to become fully vaccinated against COVID-19. FRAGO 5 directs that, during Phase 1, Soldiers refusing the mandatory vaccination order will be flagged IAW Army Regulation (AR) 600-8-2 and Commanders will initiate a General Officer Memorandum of Reprimand, unless the Soldier has received, or is pending a final decision on, a medical or administrative exemption. Administrative exemptions include religious accommodations as well as others enumerated in AR 40-562.
3. Applicability. The provisions of this memorandum apply to the Regular Army, Army National Guard/Army National Guard of the United States, and U.S. Army Reserve.
4. Policy. I have determined all Soldiers who refuse the mandatory vaccination order, and who have not received, and are not pending final decision on, a medical or administrative exemption, will remain flagged under flag code "A." Soldiers who were previously flagged, and whose flags have since been removed, will be reflagged in accordance with this policy.
  - a. The effective date of the flag will be the date the Soldier makes a final declination of immunization, following a meeting with a medical professional and second order to receive the vaccine from an immediate commander, as instructed in FRAGO 5 to HQDA EXORD 225-21, paragraph 3.D.8.B.5.A.
  - b. The flag will remain in place beyond completion of any ensuing non-punitive memorandum of reprimand. The Soldier will remain flagged until they are fully vaccinated, receive an approved medical or administrative exemption, or are separated from the Army.
  - c. Soldiers flagged under this policy are still eligible for Disability Evaluation System processing. Additional personnel actions, to include retirement, unqualified resignation, and separation upon expiration of term of service, will be processed in accordance with applicable policy and regulation.

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d. Favorable personnel actions are suspended for flagged Soldiers in accordance with AR 600-8-2, paragraph 3-1, including, but not limited to, reenlistment, reassignment, promotion, appearance before a semi-centralized promotion board, issuance of awards and decorations, attendance at military or civilian schools, application for or use of tuition assistance, payment of enlistment bonus or selective reenlistment bonus, or assumption of command.

5. In conjunction with this policy, I authorize commanders to impose bars to continued service, under the provisions of AR 601-280, for all Soldiers who refuse the mandatory vaccination order without an approved exemption or a pending exemption request.

6. Proponent. The DCS, G-1 is the proponent for this policy guidance.

7. Duration. This memorandum is rescinded on publication of superseding guidance.



Christine E. Wormuth

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