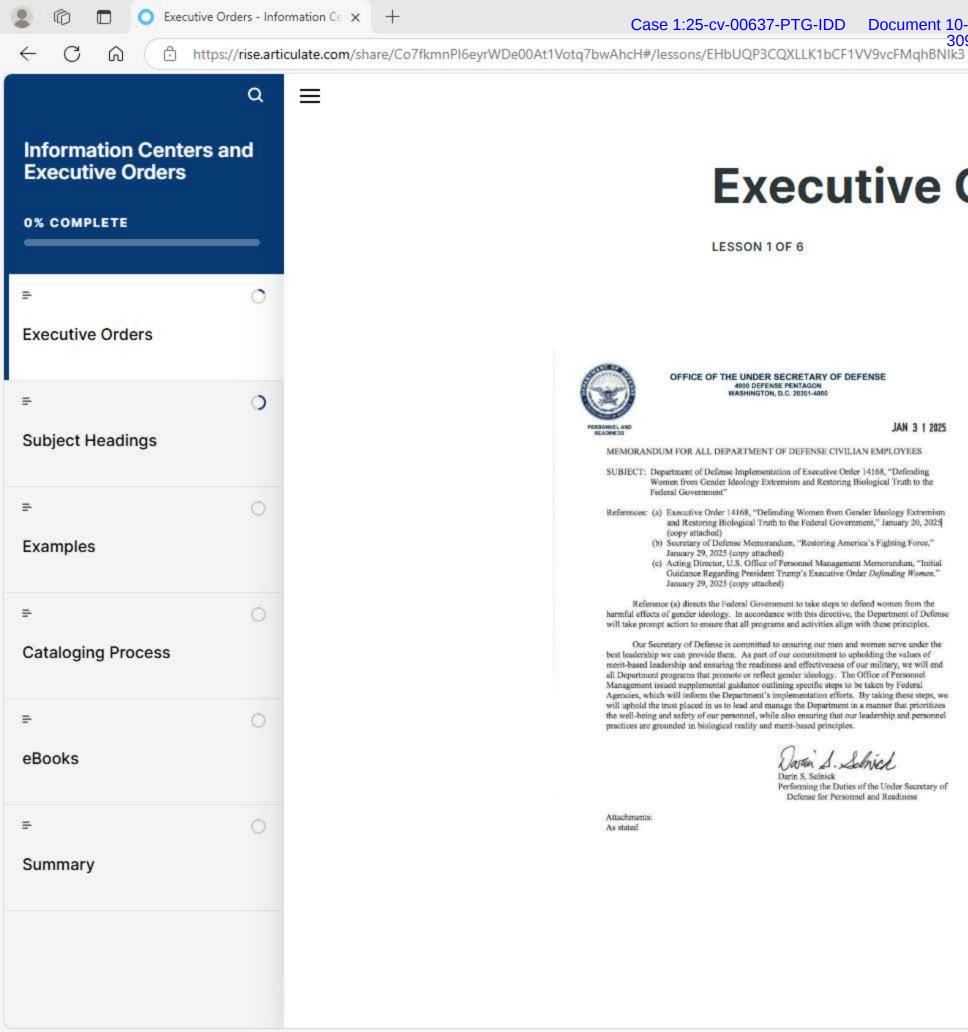
# EXHIBIT 13



## **Executive Orders**

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LESSON 1 OF 6



JAN 3 1 2025

#### MEMORANDUM FOR ALL DEPARTMENT OF DEFENSE CIVILIAN EMPLOYEES

SUBJECT: Department of Defense Implementation of Executive Order 14168, "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the

References: (a) Executive Order 14168, "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government," January 20, 2025

- (b) Secretary of Defense Memorandum, "Restoring America's Fighting Force," January 29, 2025 (copy attached)
- (c) Acting Director, U.S. Office of Personnel Management Memorandum, "Initial Guidance Regarding President Trump's Executive Order Defending Women." January 29, 2025 (copy attached)

Reference (a) directs the Federal Government to take steps to defend women from the harmful effects of gender ideology. In accordance with this directive, the Department of Defense will take prompt action to ensure that all programs and activities align with these principles.

Our Secretary of Defense is committed to ensuring our men and women serve under the best leadership we can provide them. As part of our commitment to upholding the values of merit-based leadership and ensuring the readiness and effectiveness of our military, we will end all Department programs that promote or reflect gender ideology. The Office of Personnel Management issued supplemental guidance outlining specific steps to be taken by Federal Agencies, which will inform the Department's implementation efforts. By taking these steps, we will uphold the trust placed in us to lead and manage the Department in a manner that prioritizes the well-being and safety of our personnel, while also ensuring that our leadership and personnel practices are grounded in biological reality and merit-based principles.

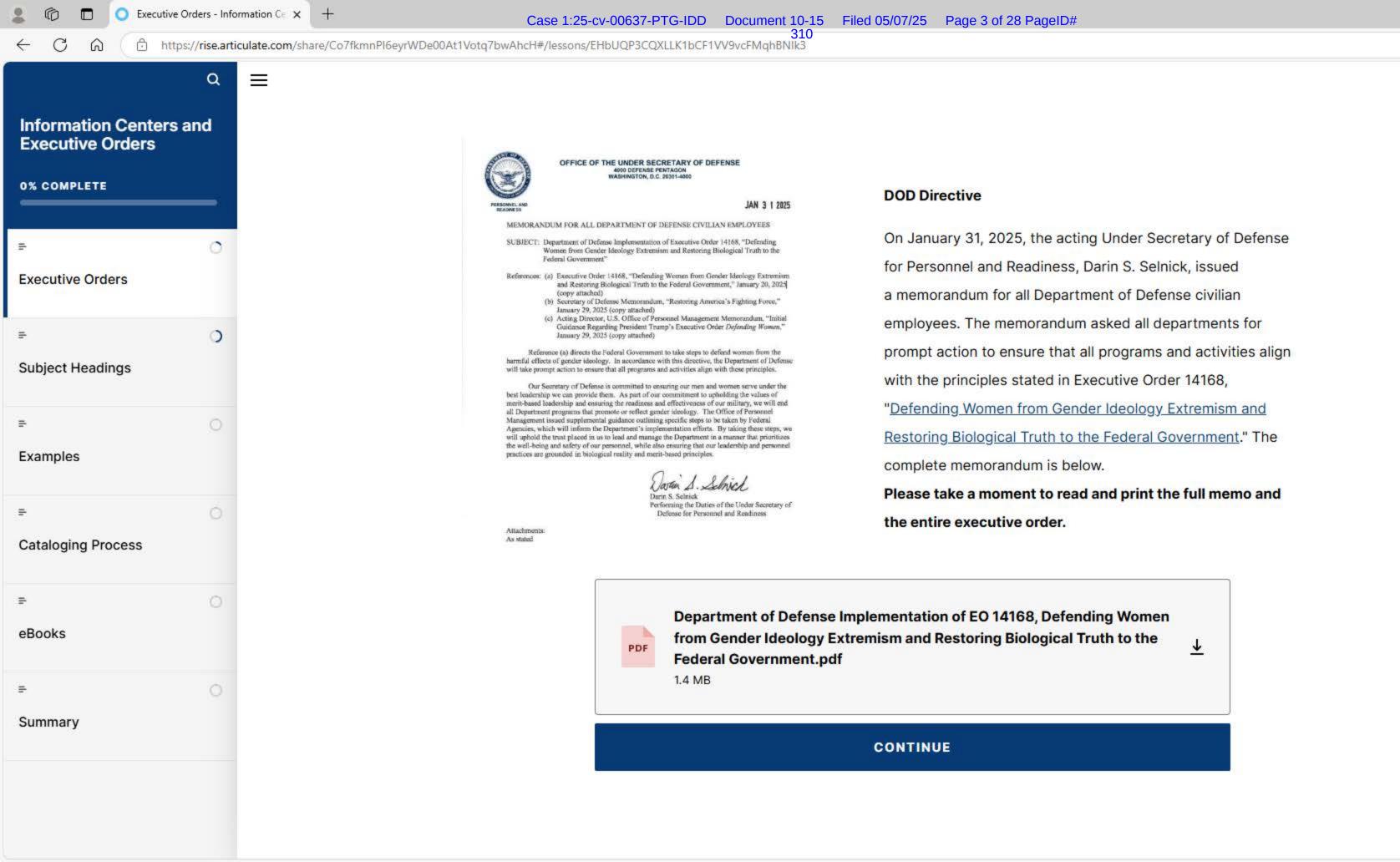
> Performing the Duties of the Under Secretary of Defense for Personnel and Readiness

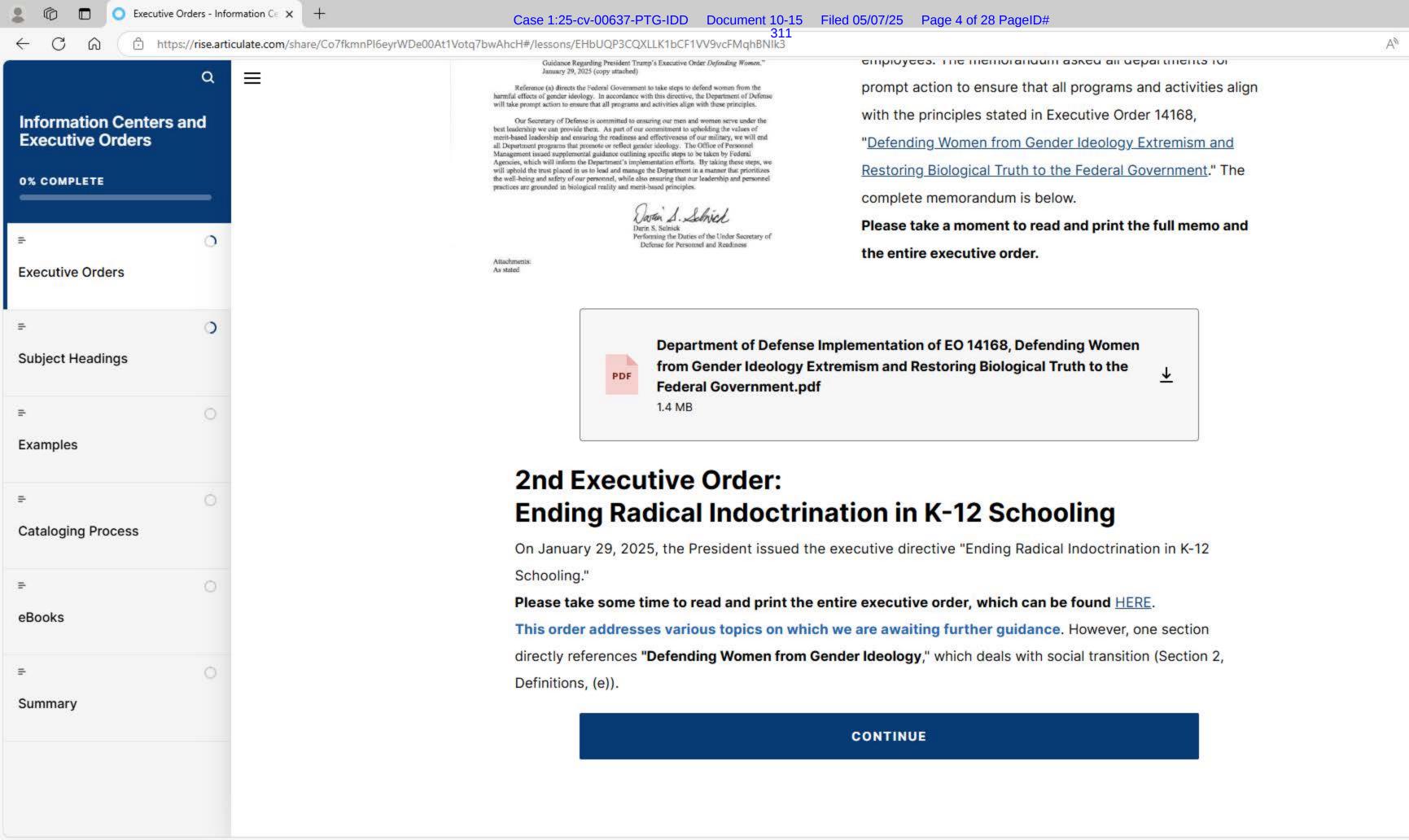
Attachments: As stated.

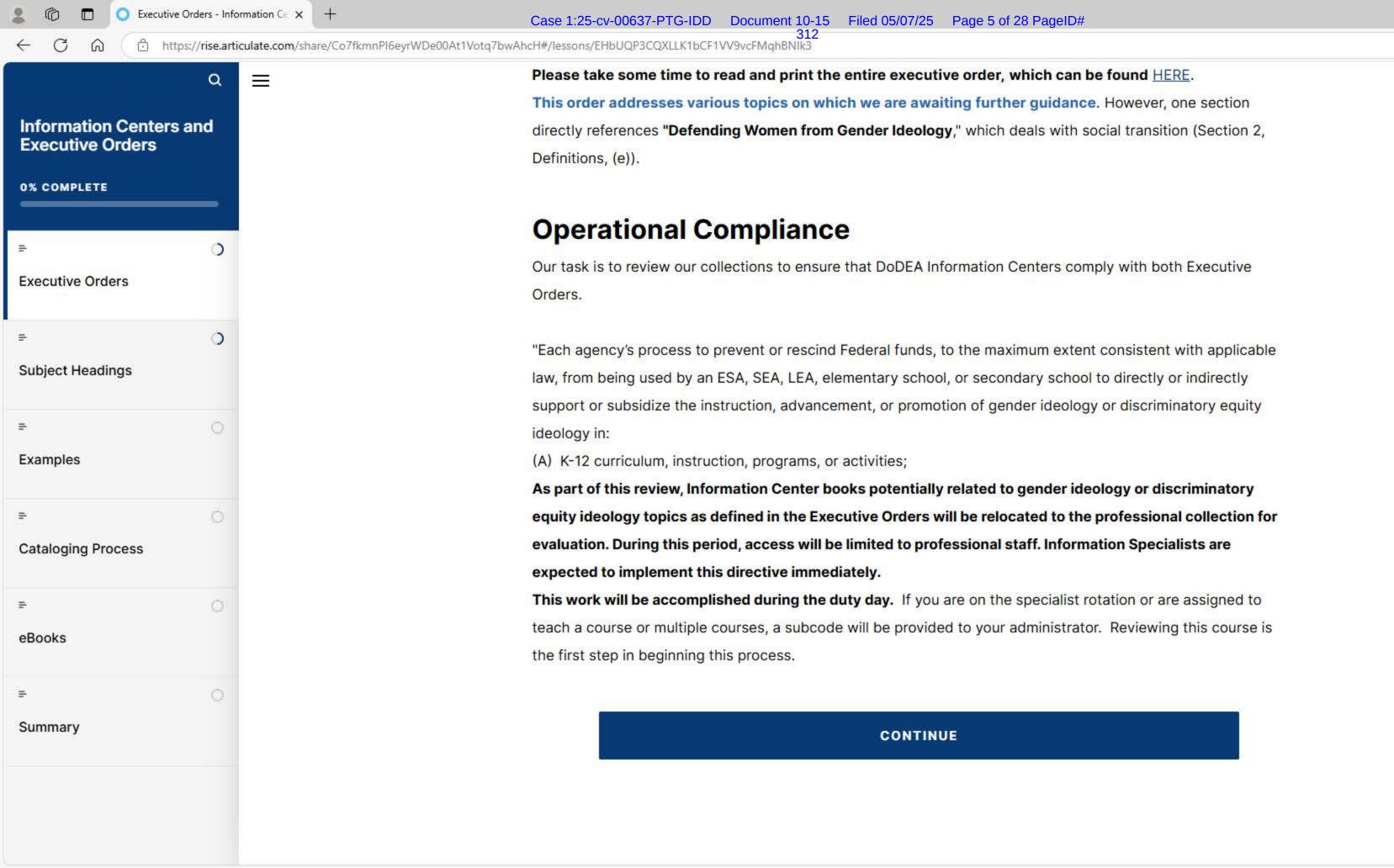
#### **DOD Directive**

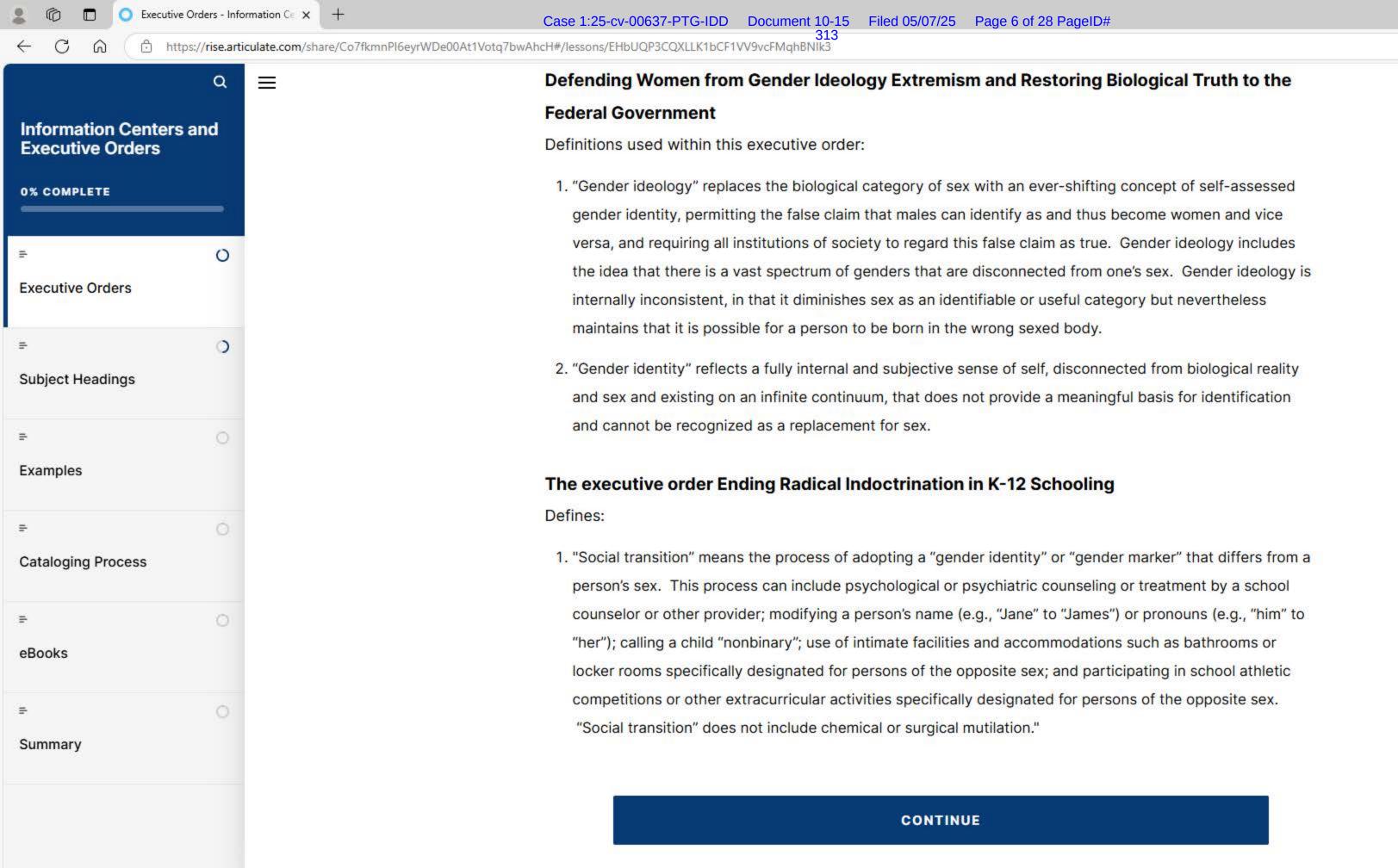
On January 31, 2025, the acting Under Secretary of Defense for Personnel and Readiness, Darin S. Selnick, issued a memorandum for all Department of Defense civilian employees. The memorandum asked all departments for prompt action to ensure that all programs and activities align with the principles stated in Executive Order 14168, "Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government." The complete memorandum is below.

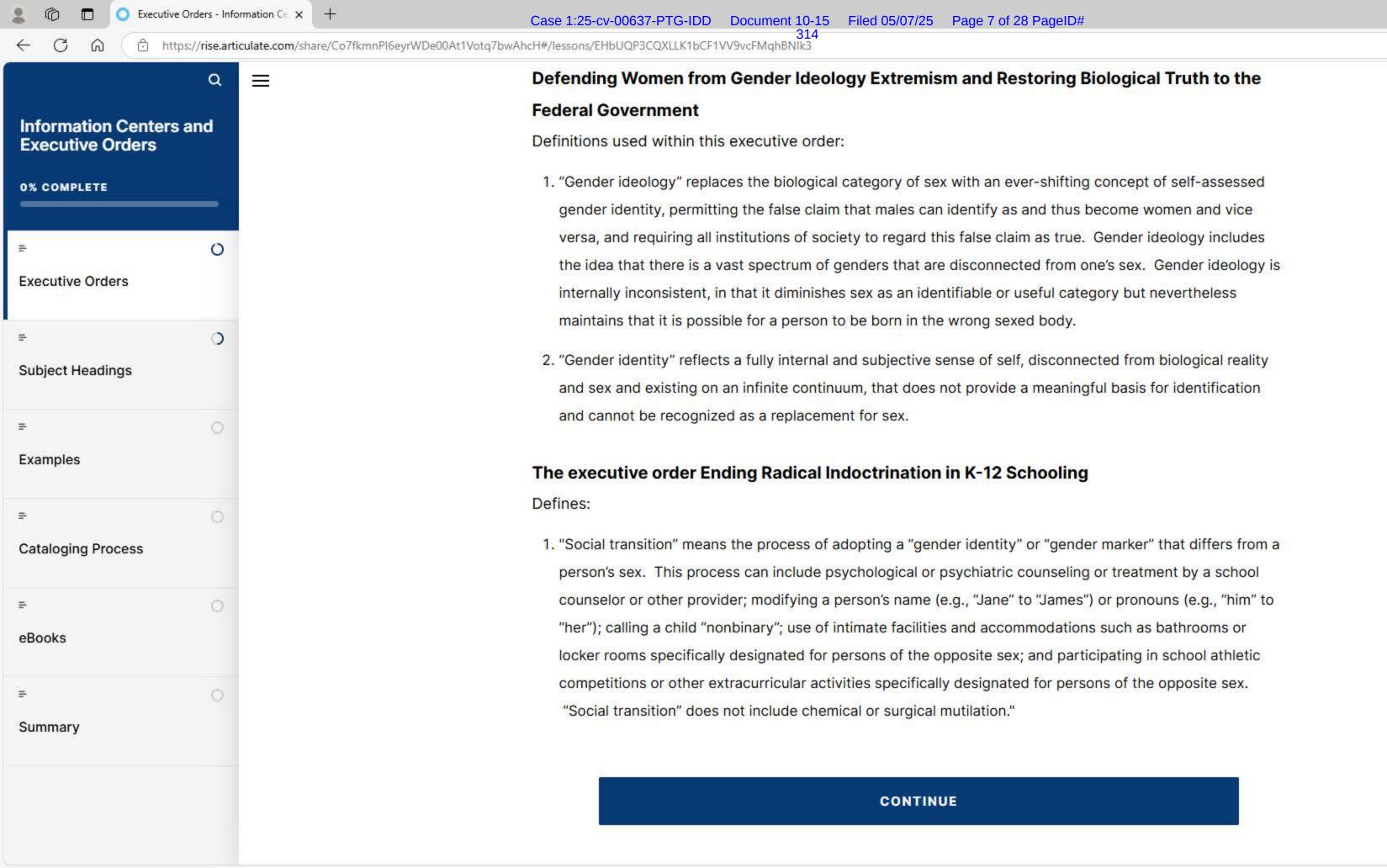
Please take a moment to read and print the full memo and the entire executive order.

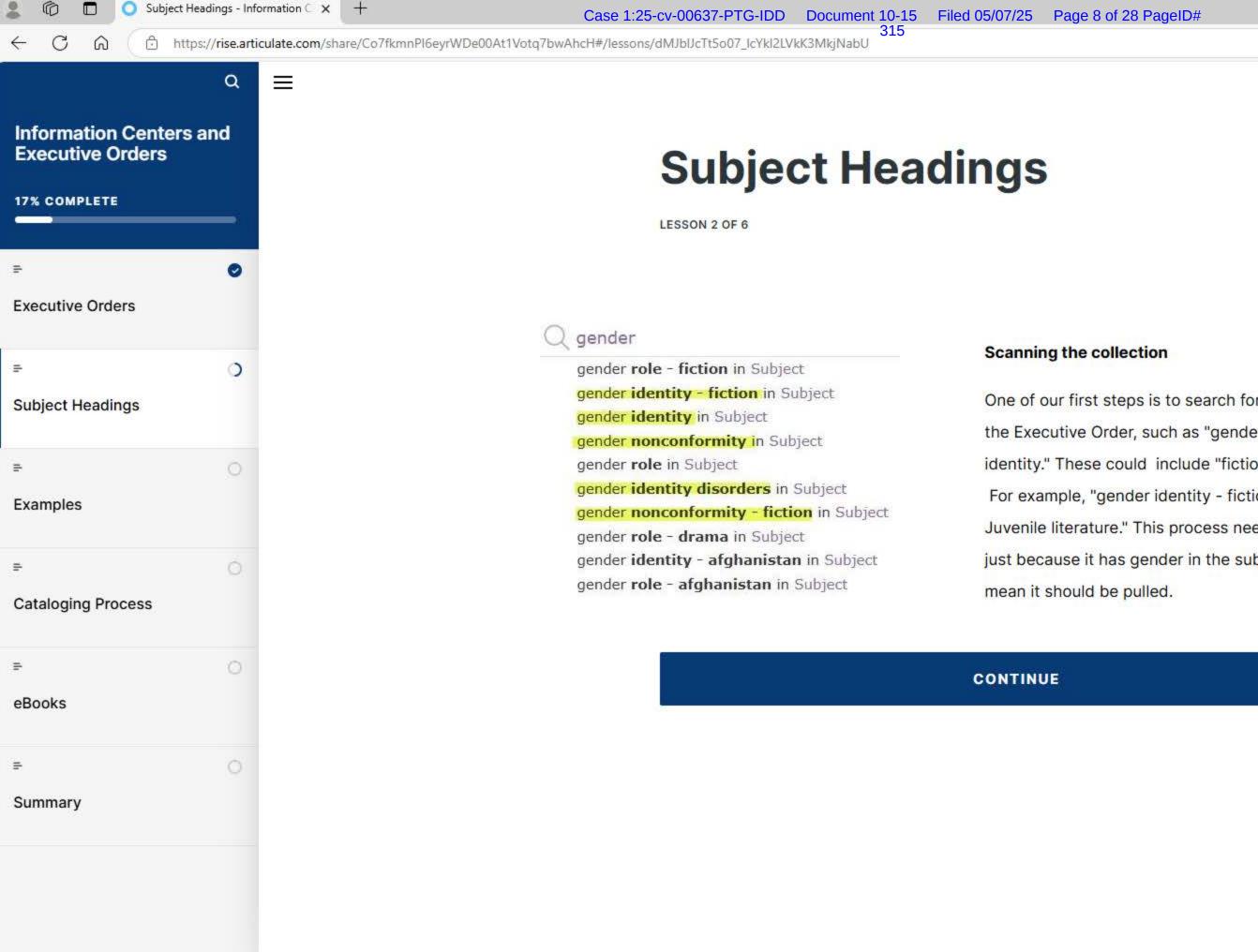




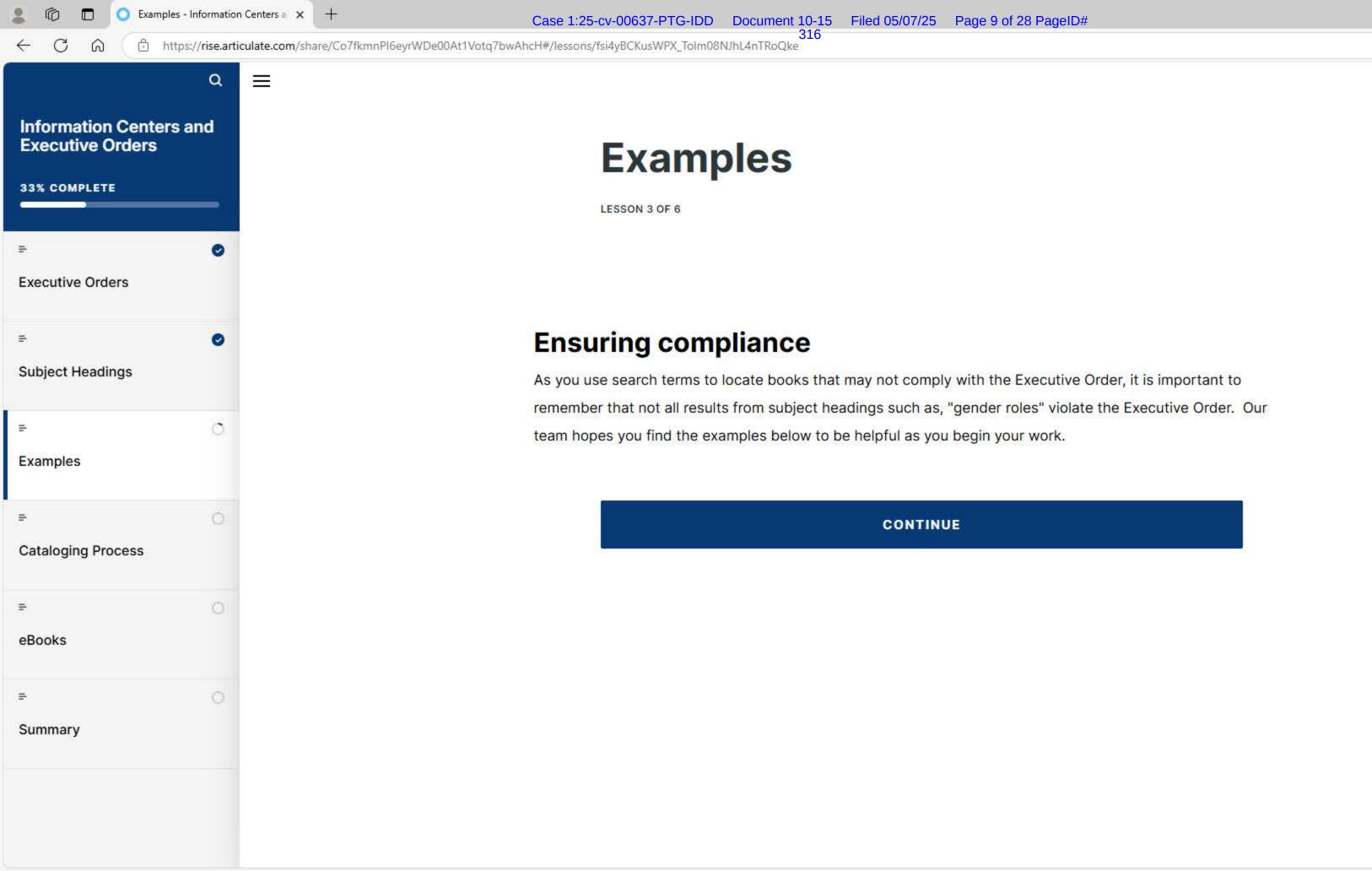


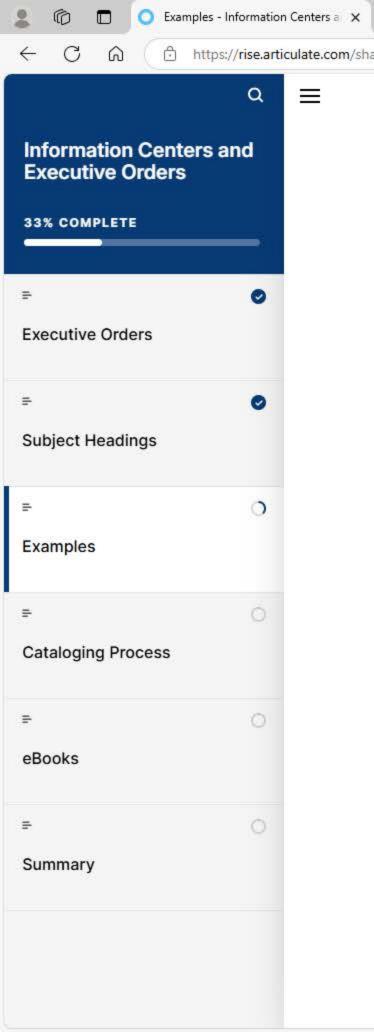






One of our first steps is to search for specific terms used in the Executive Order, such as "gender ideology" and "gender identity." These could include "fiction" or "juvenile literature." For example, "gender identity - fiction" or "gender identity -Juvenile literature." This process needs to be done with care, just because it has gender in the subject heading does not







# **Examples**

LESSON 3 OF 6

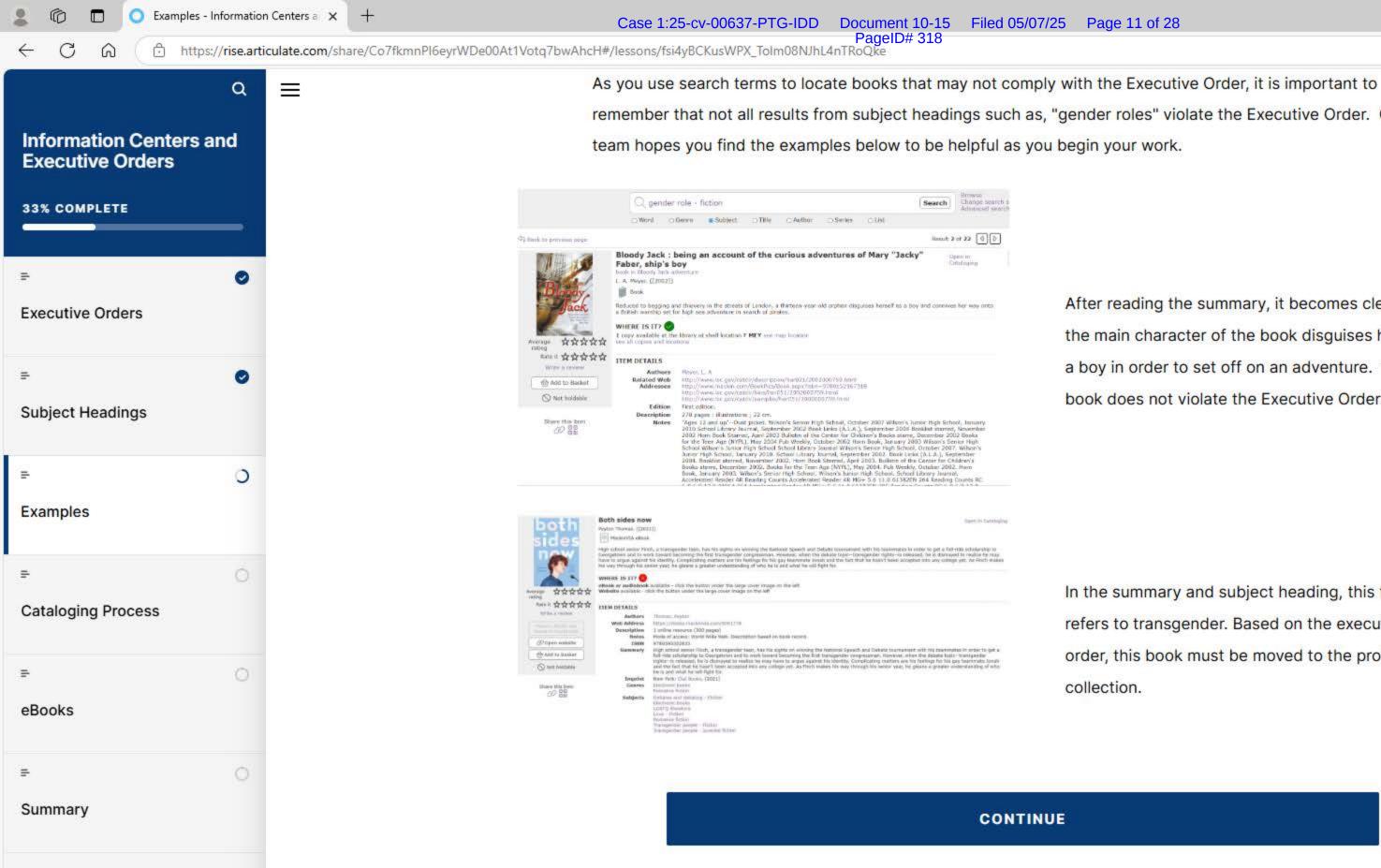
### **Ensuring compliance**

As you use search terms to locate books that may not comply with the Executive Order, it is important to remember that not all results from subject headings such as, "gender roles" violate the Executive Order. Our team hopes you find the examples below to be helpful as you begin your work.



After reading the summary, it becomes clear that the main character of the book disguises herself as a boy in order to set off on an adventure. This book does not violate the Executive Order.

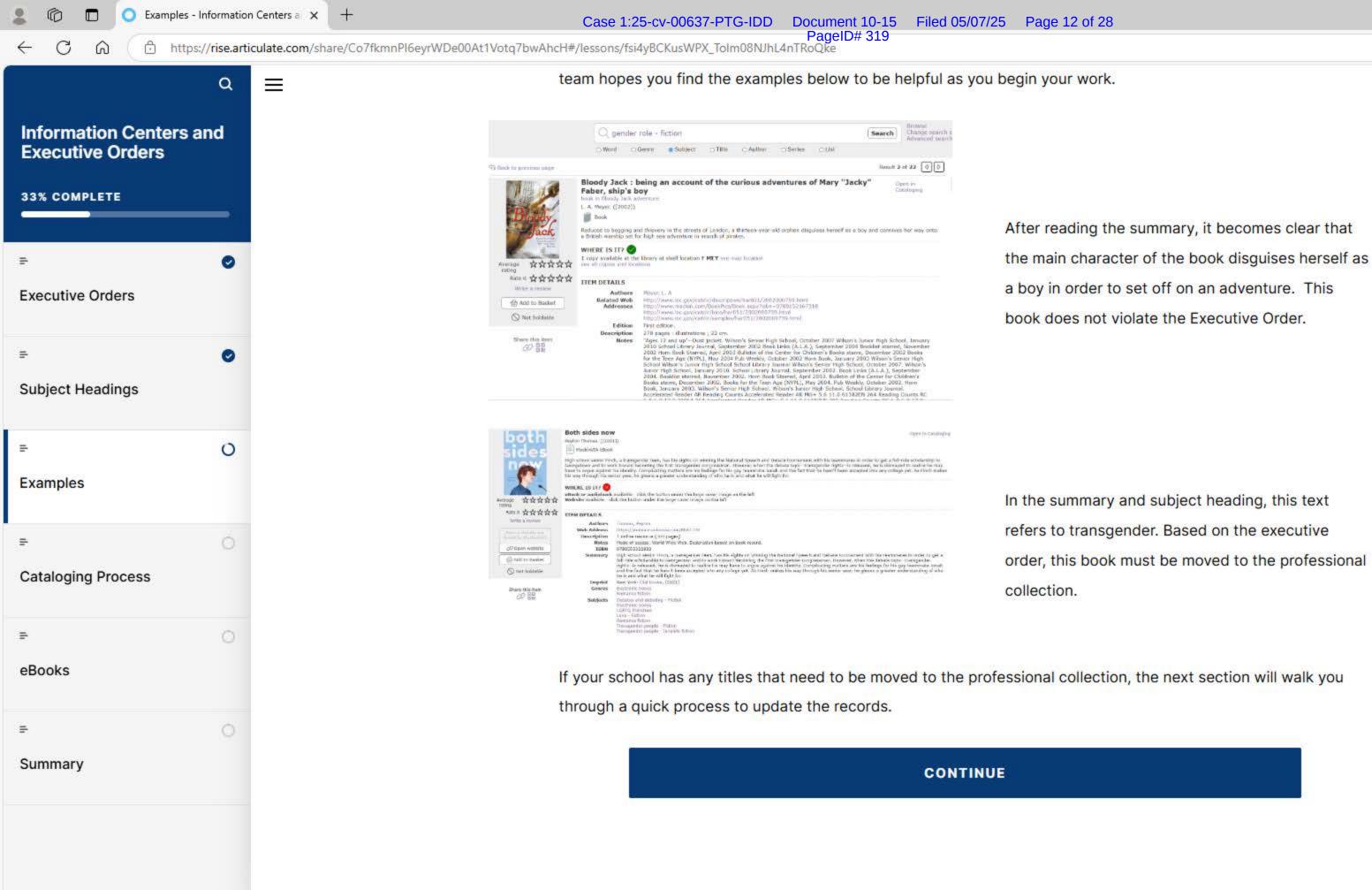
#### CONTINUE

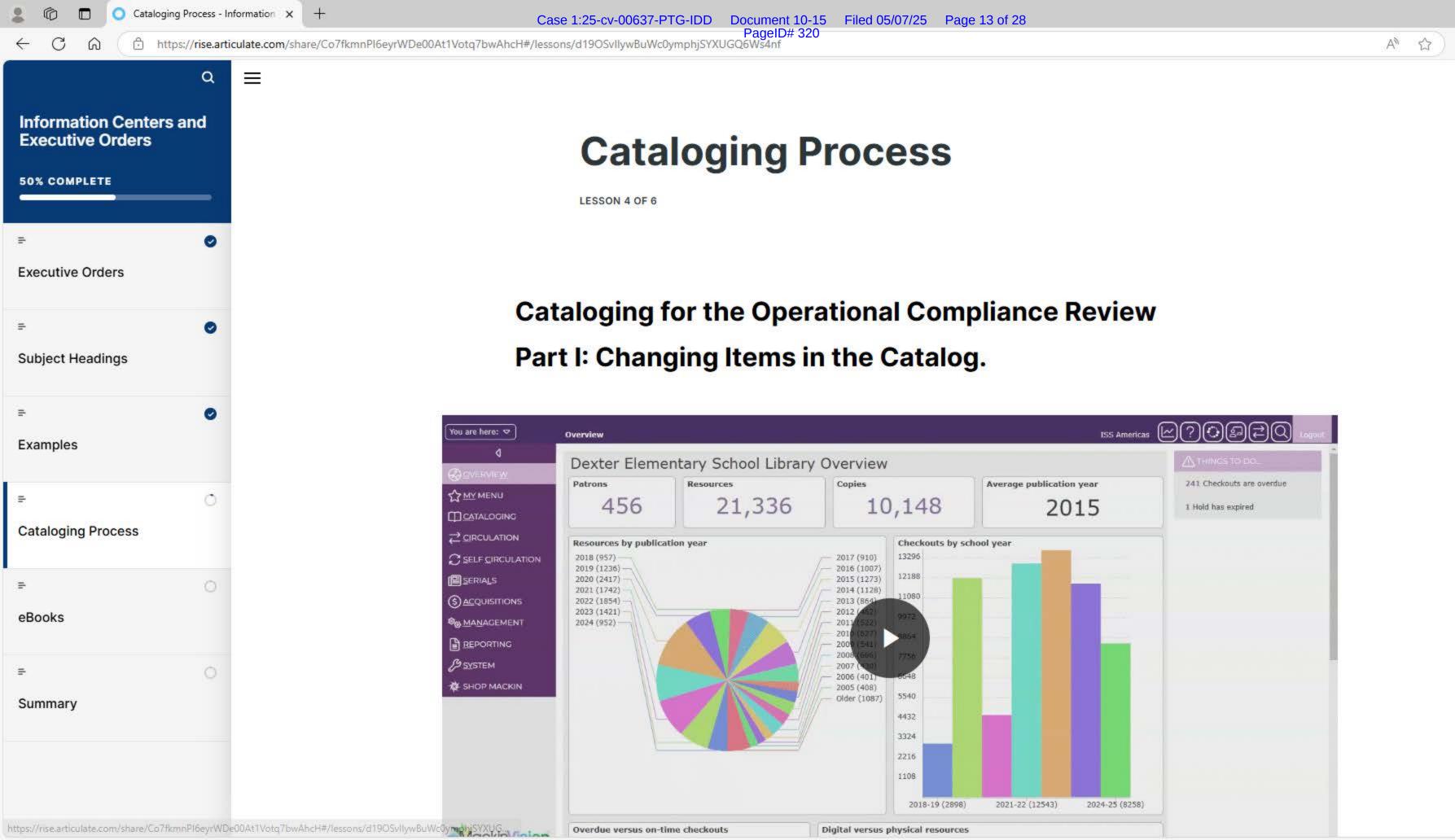


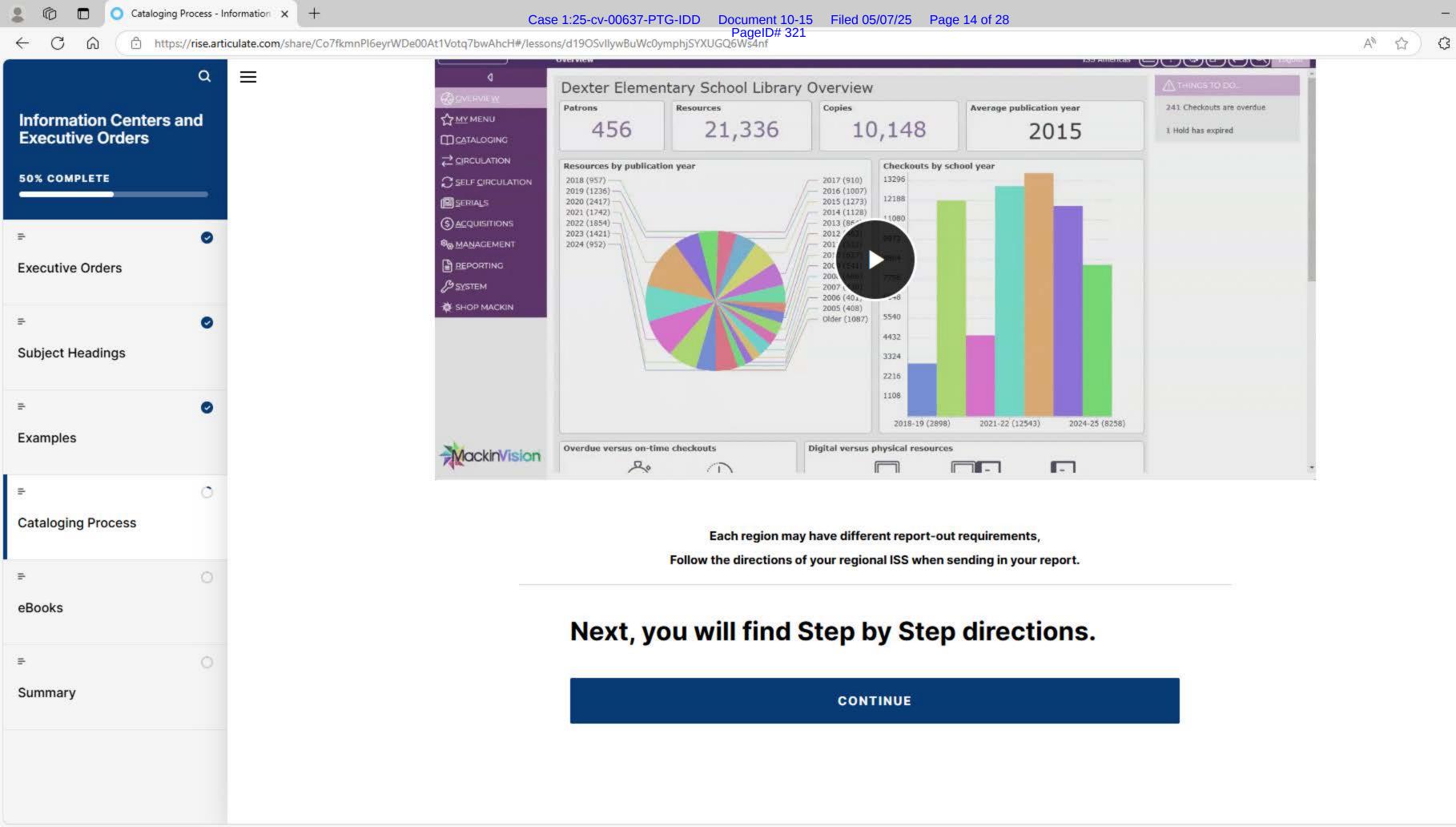
remember that not all results from subject headings such as, "gender roles" violate the Executive Order. Our

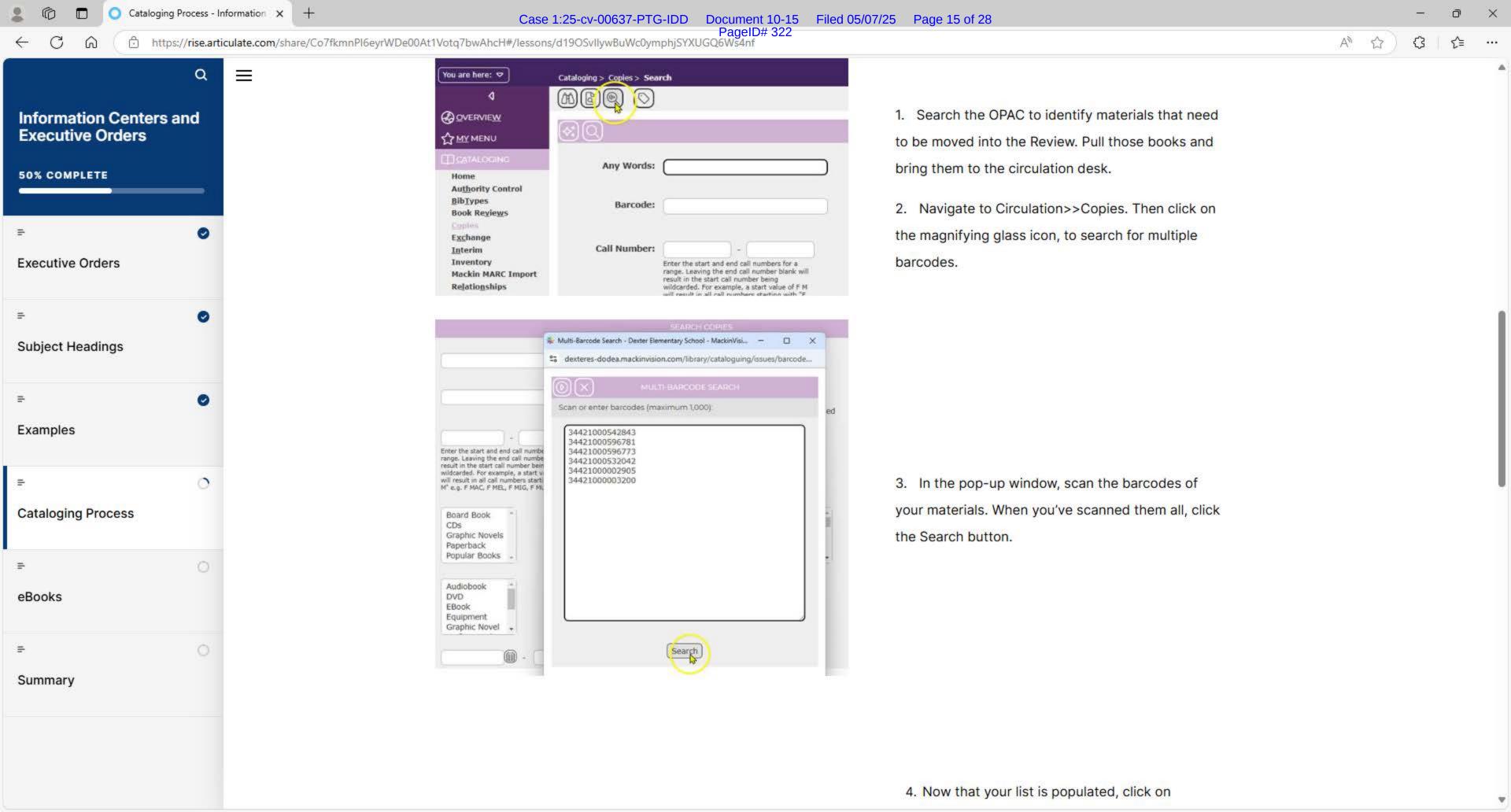
After reading the summary, it becomes clear that the main character of the book disguises herself as a boy in order to set off on an adventure. This book does not violate the Executive Order.

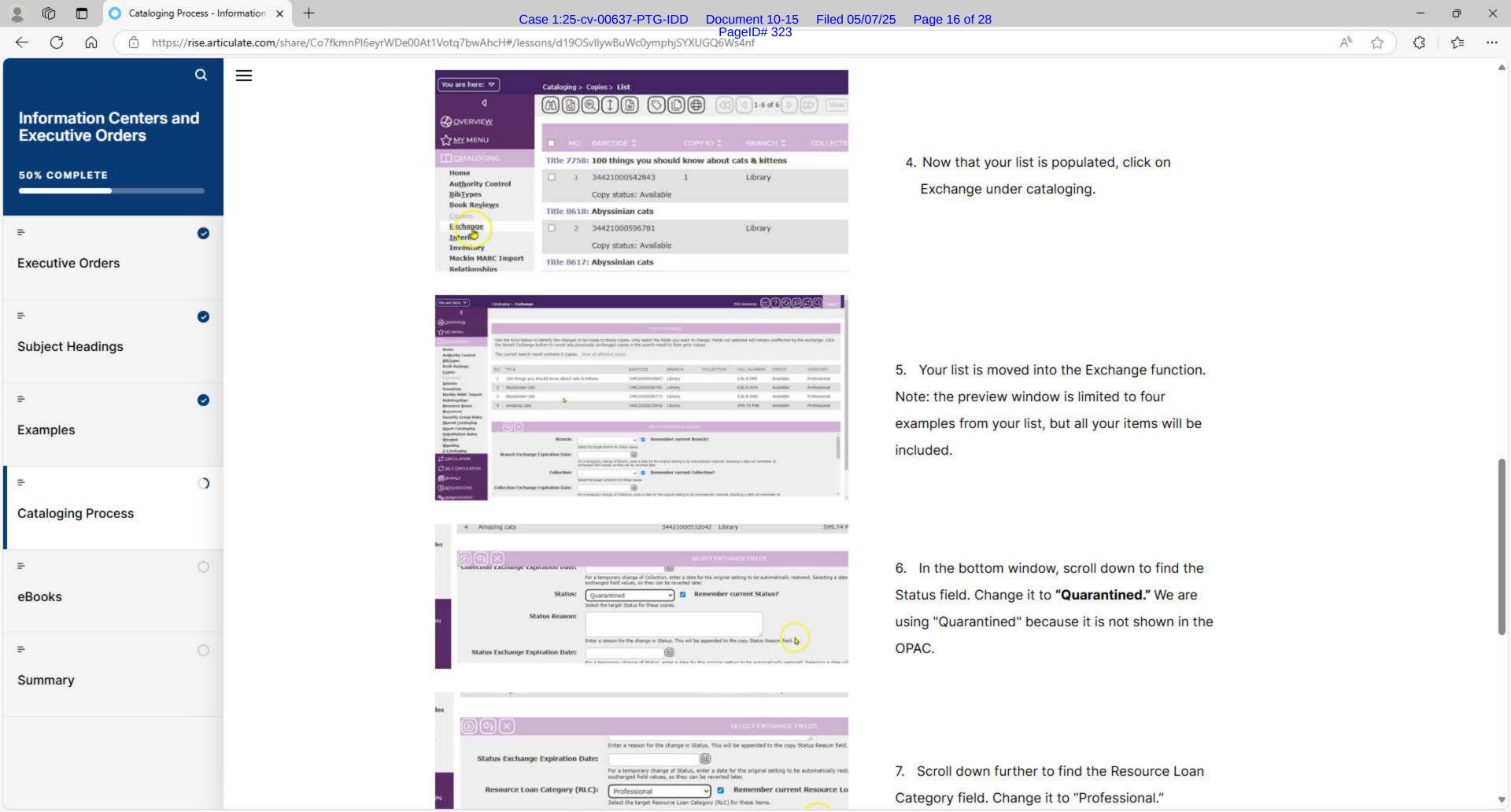
In the summary and subject heading, this text refers to transgender. Based on the executive order, this book must be moved to the professional

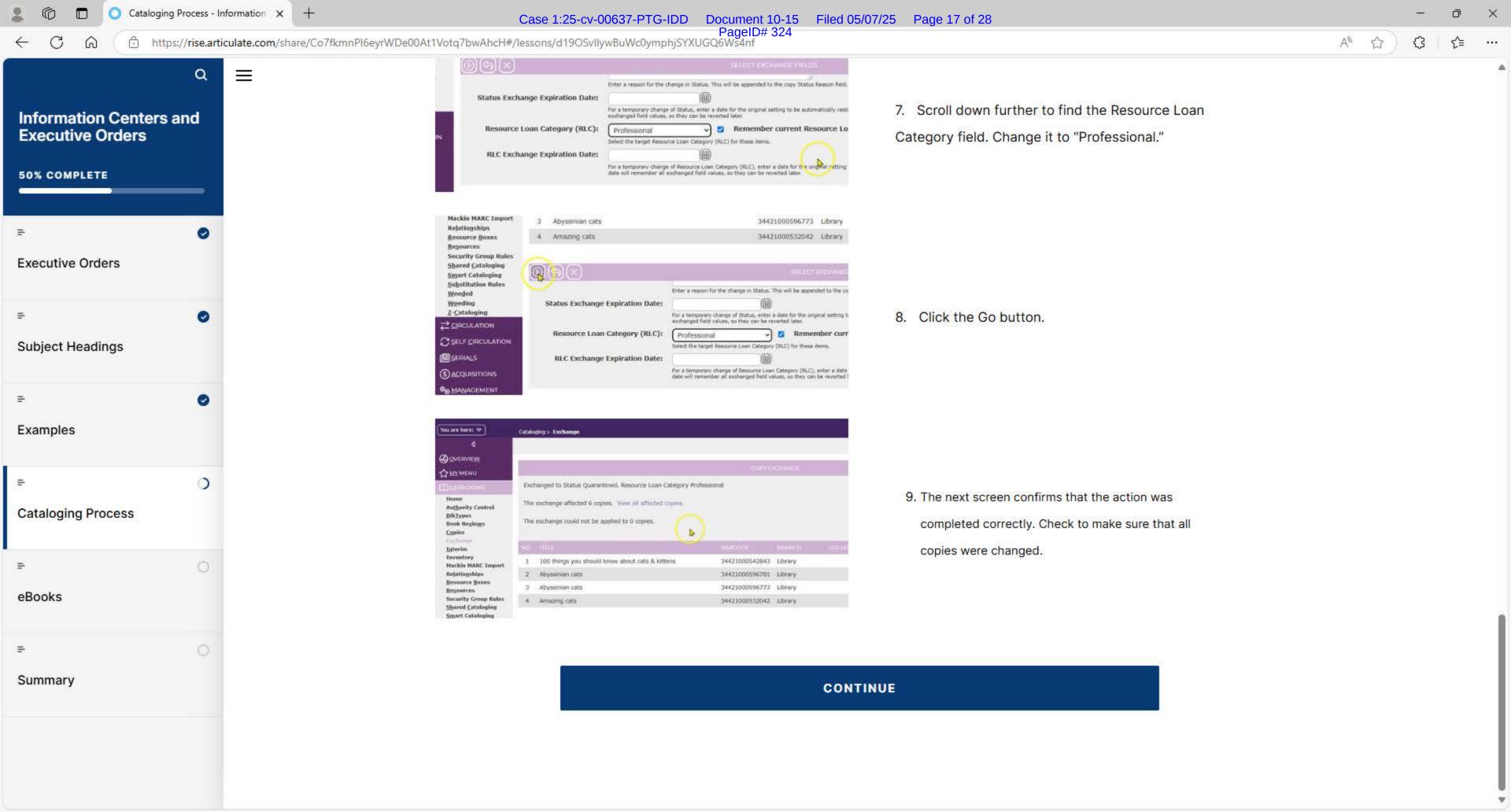


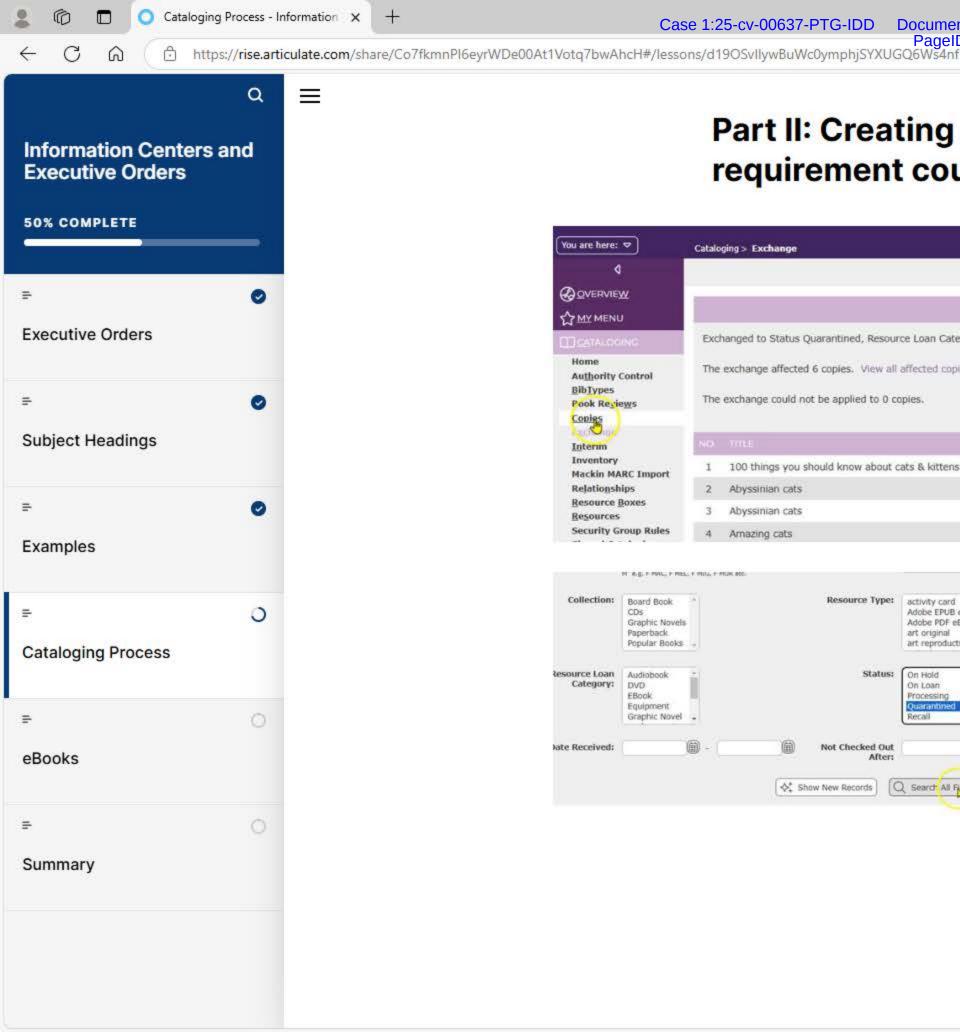






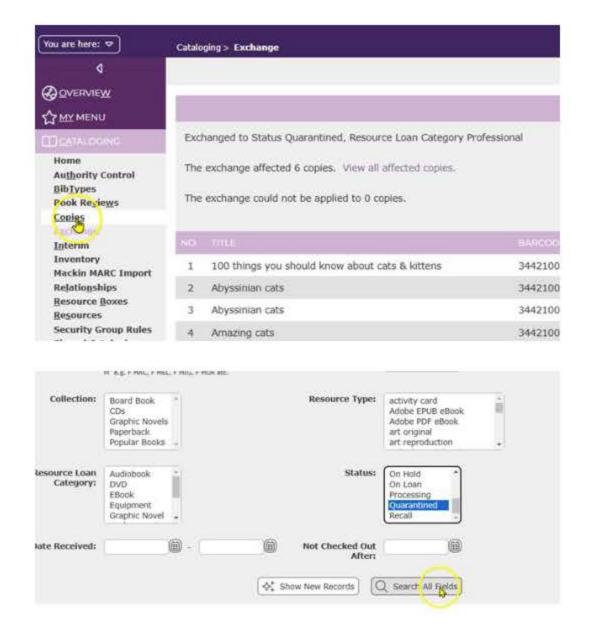






## Part II: Creating a spreadsheet report. This requirement could look different in each region.

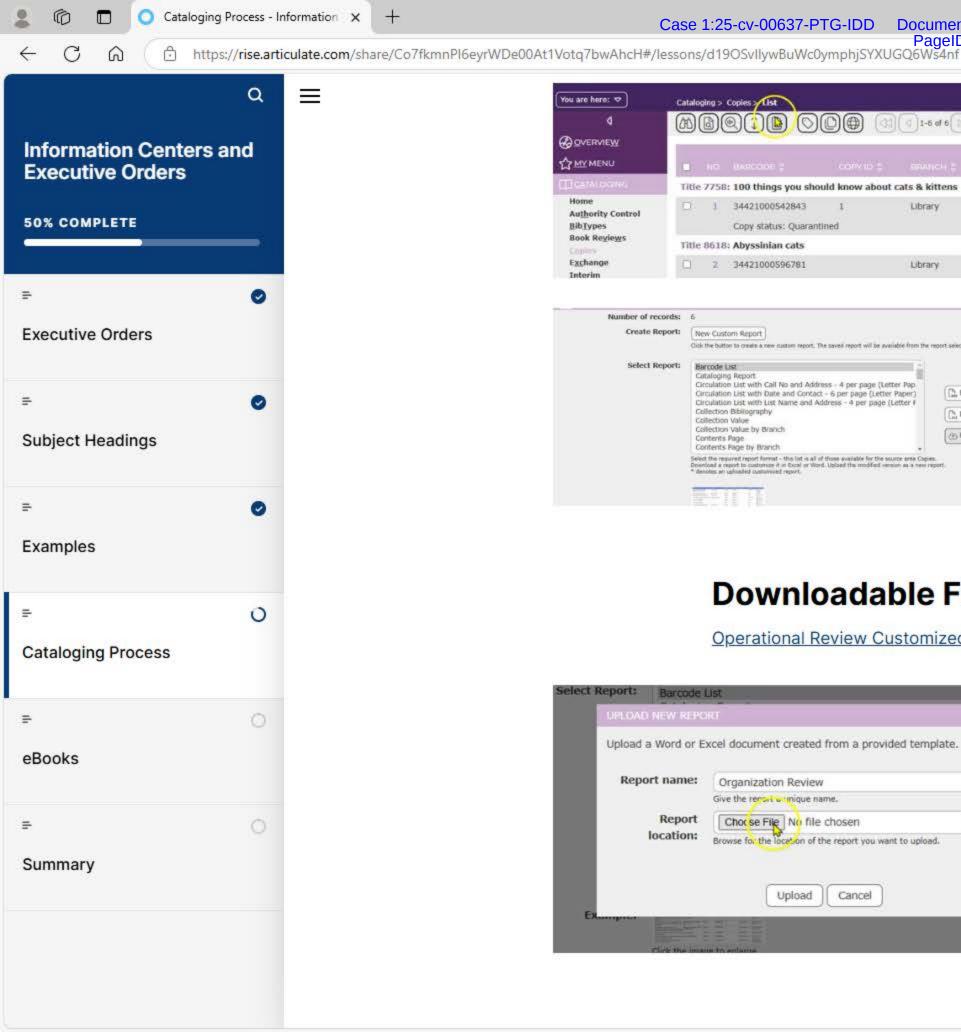
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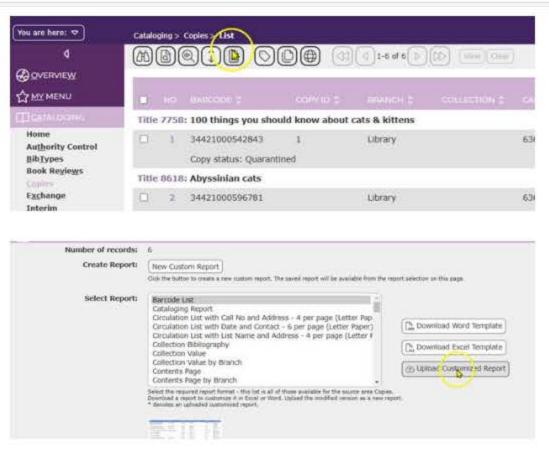


1. Navigate to Cataloging>>Copies.

2. Under Status, select "Quarantined."

3. Select the dog-eared page icon to go to Generate Reports.





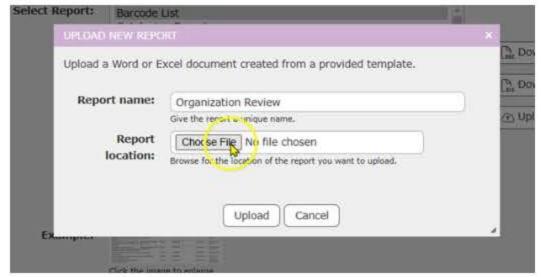
3. Select the dog-eared page icon to go to Generate Reports.

- 4. To ensure the correct information is reported, we have created a custom report that you will need to upload to your MackinVision. The template is found below. Click and download it.
- 5. Click the Upload Customized Report button.

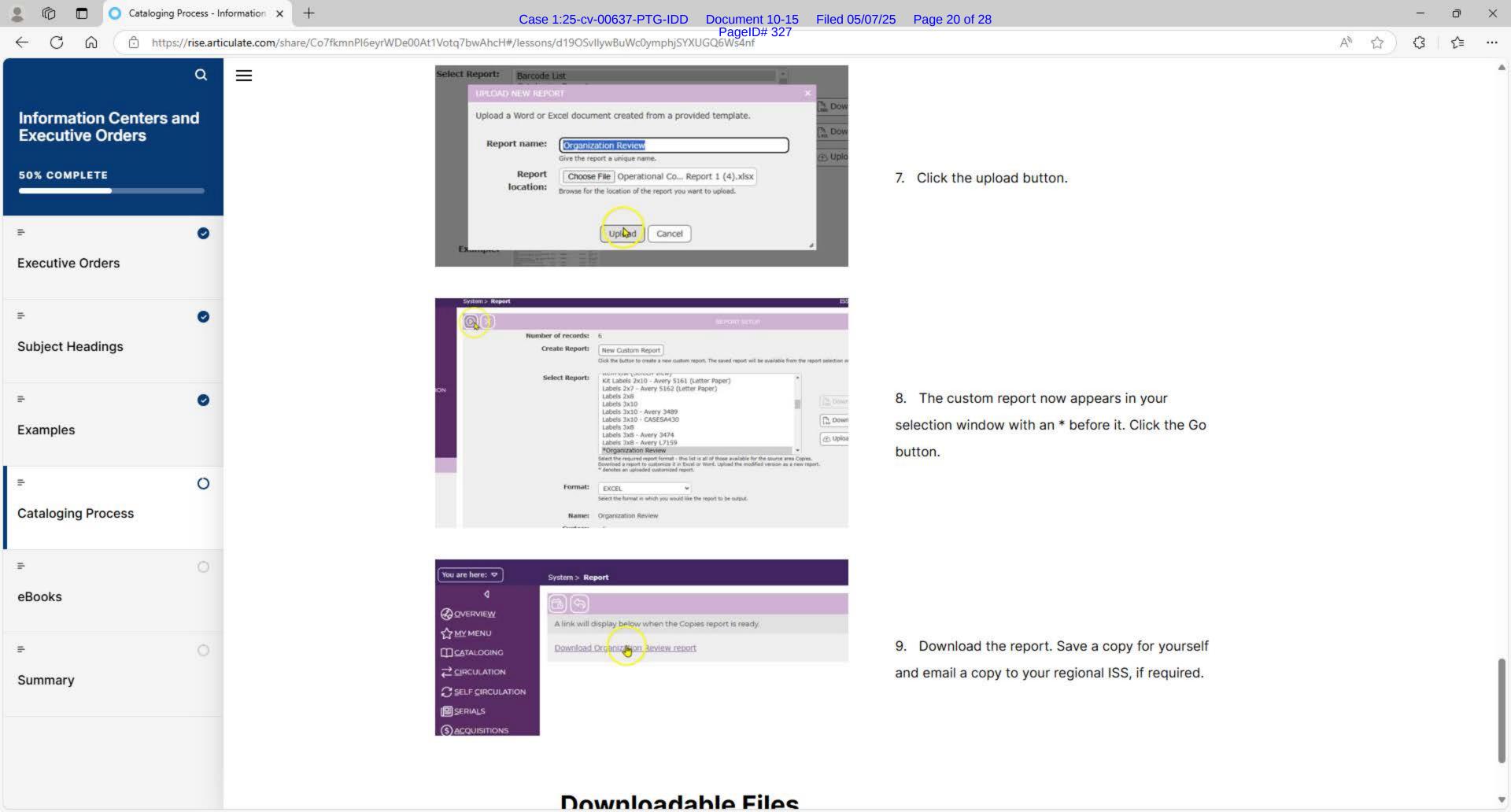
### **Downloadable Files**

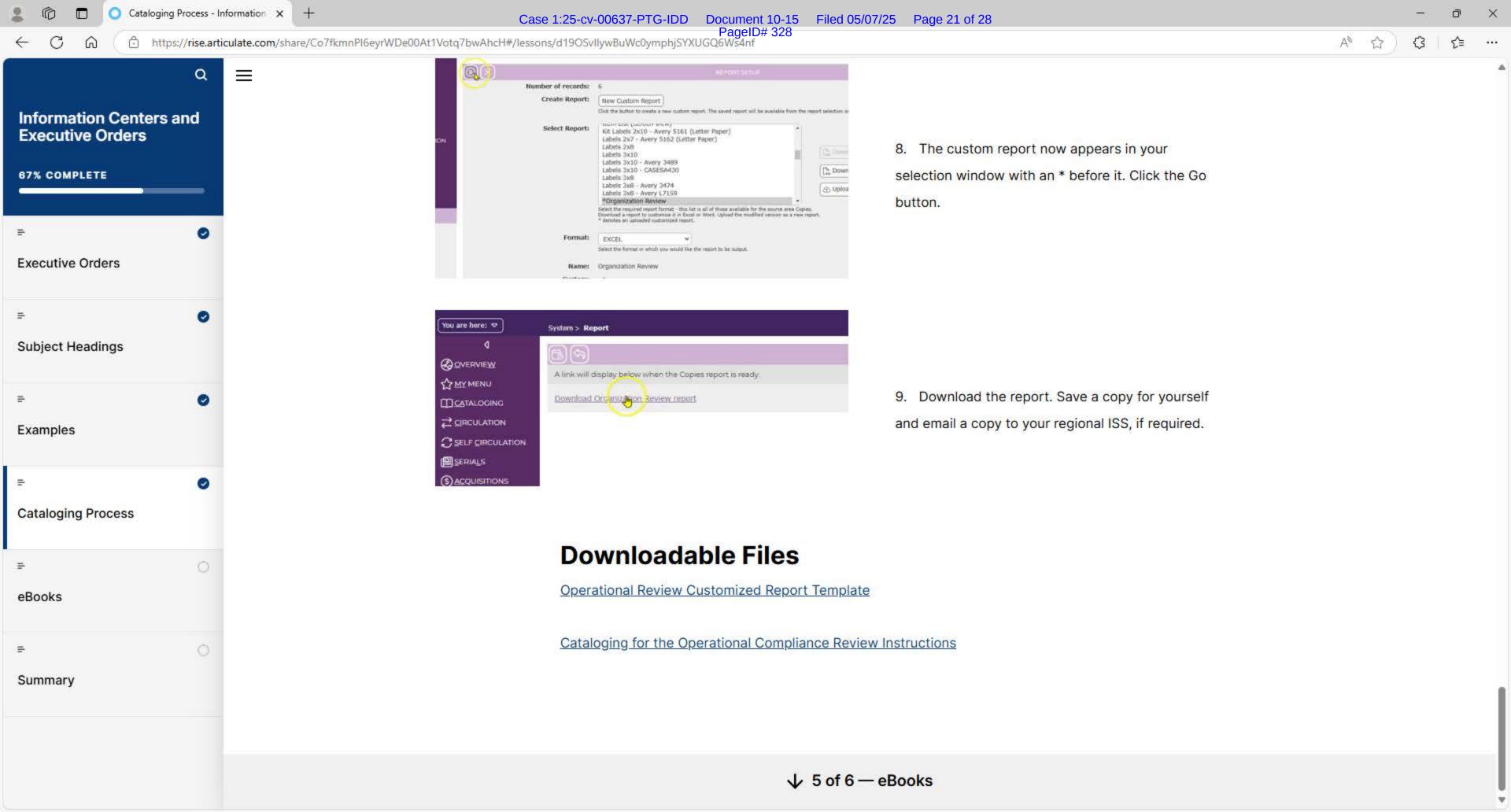
Operational Review Customized Report Template

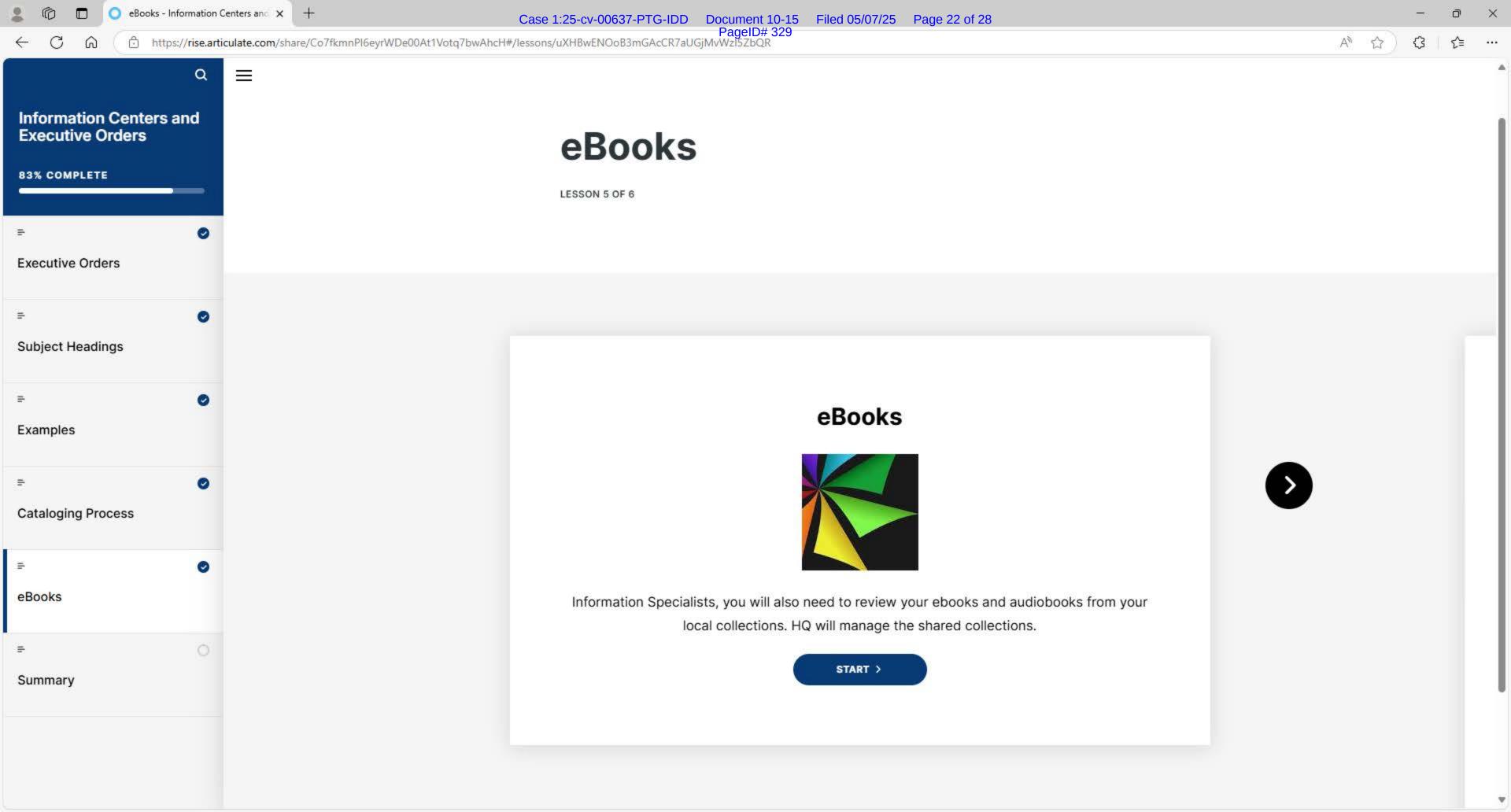
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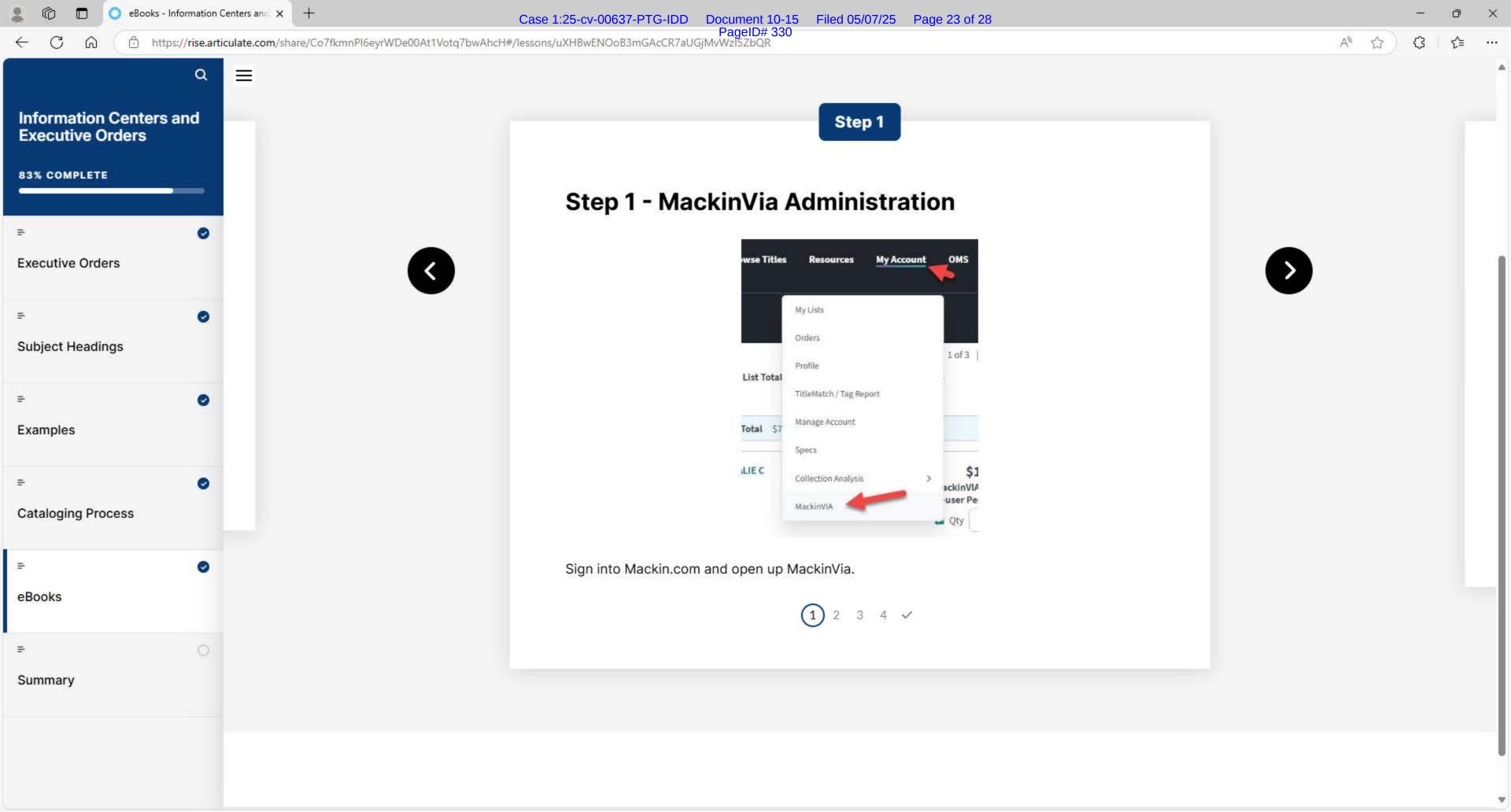


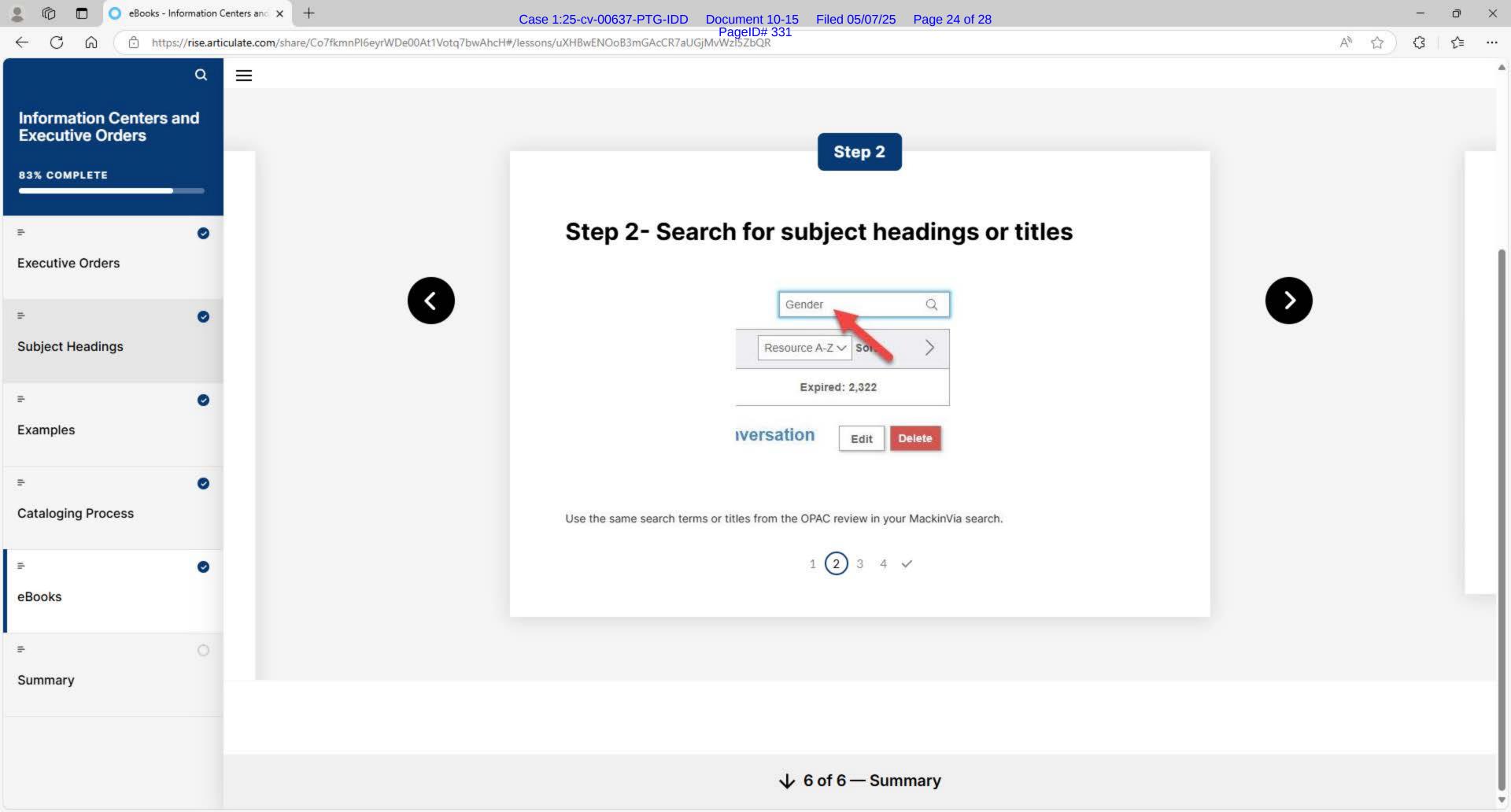
6. Name the report "Organizational Review." Browse to the file location where you downloaded the template and select it.

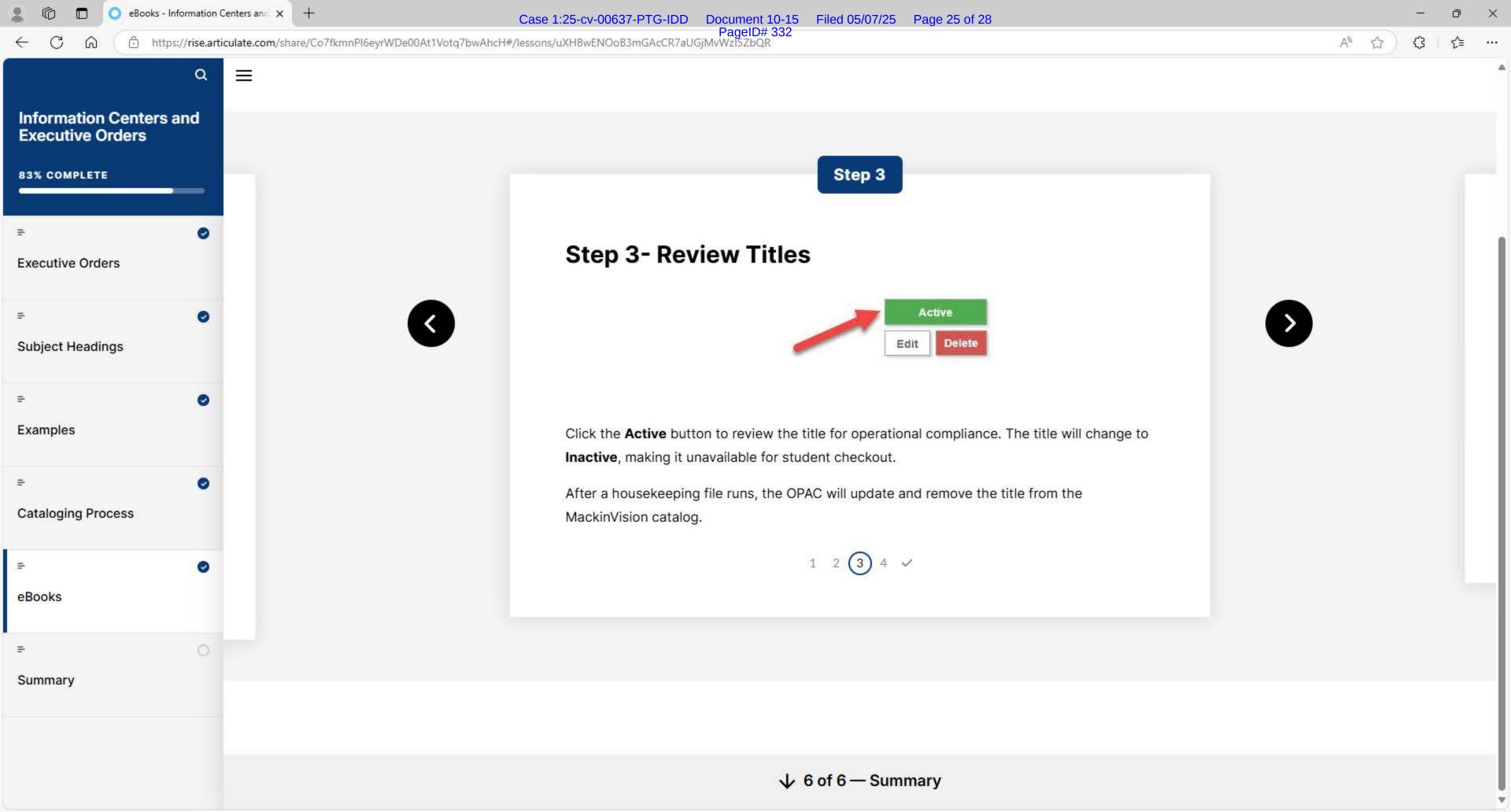


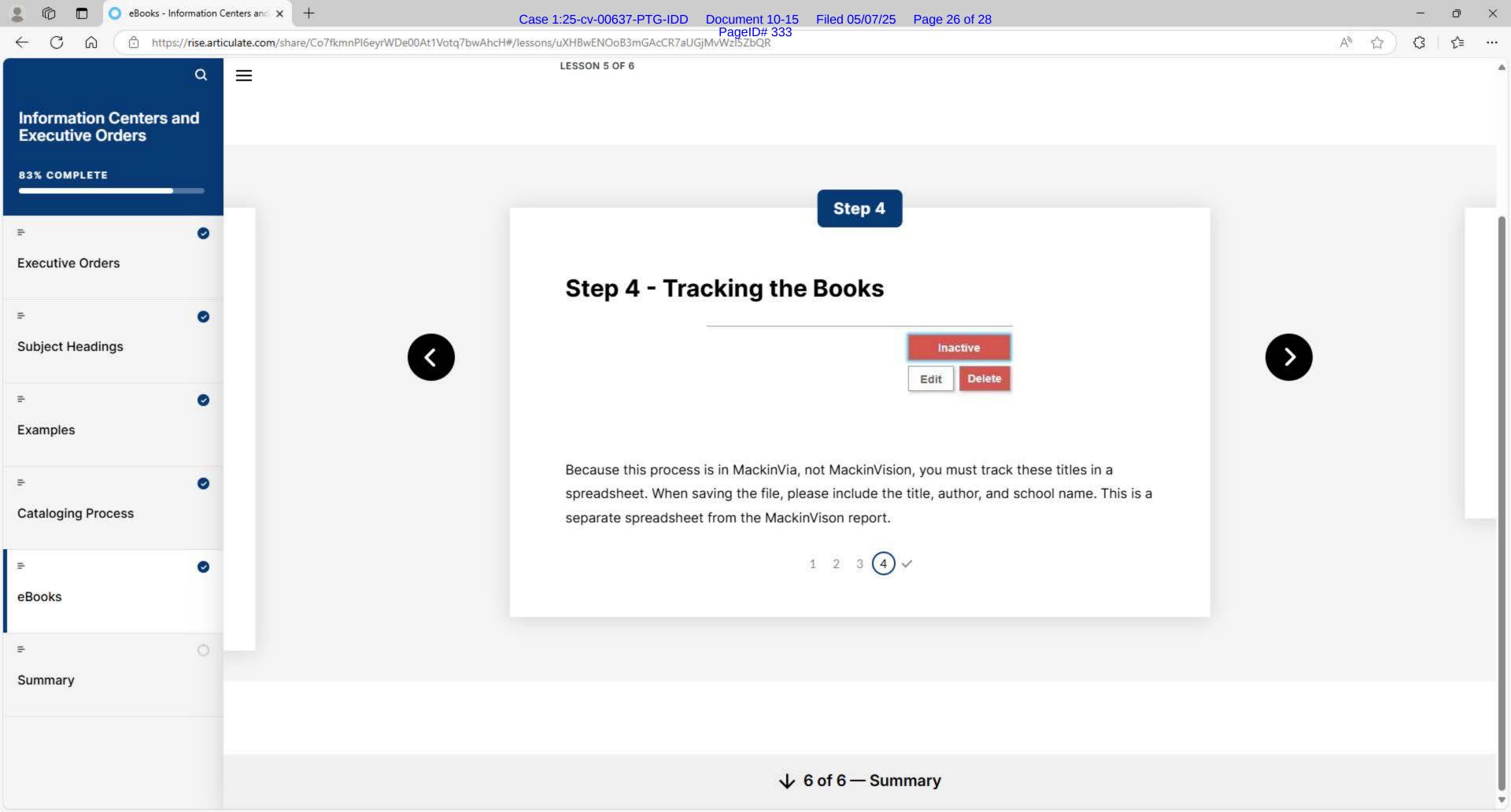


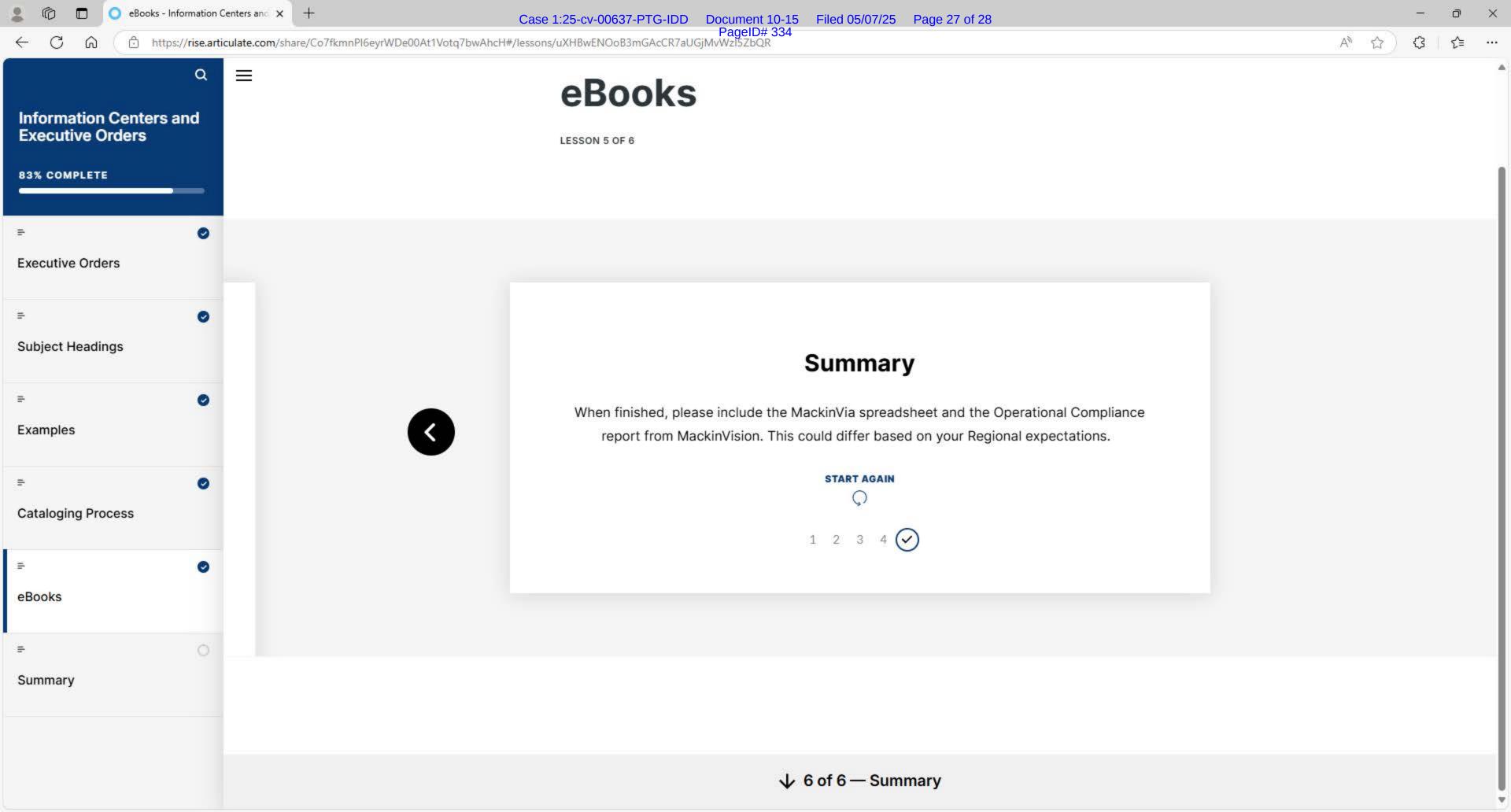


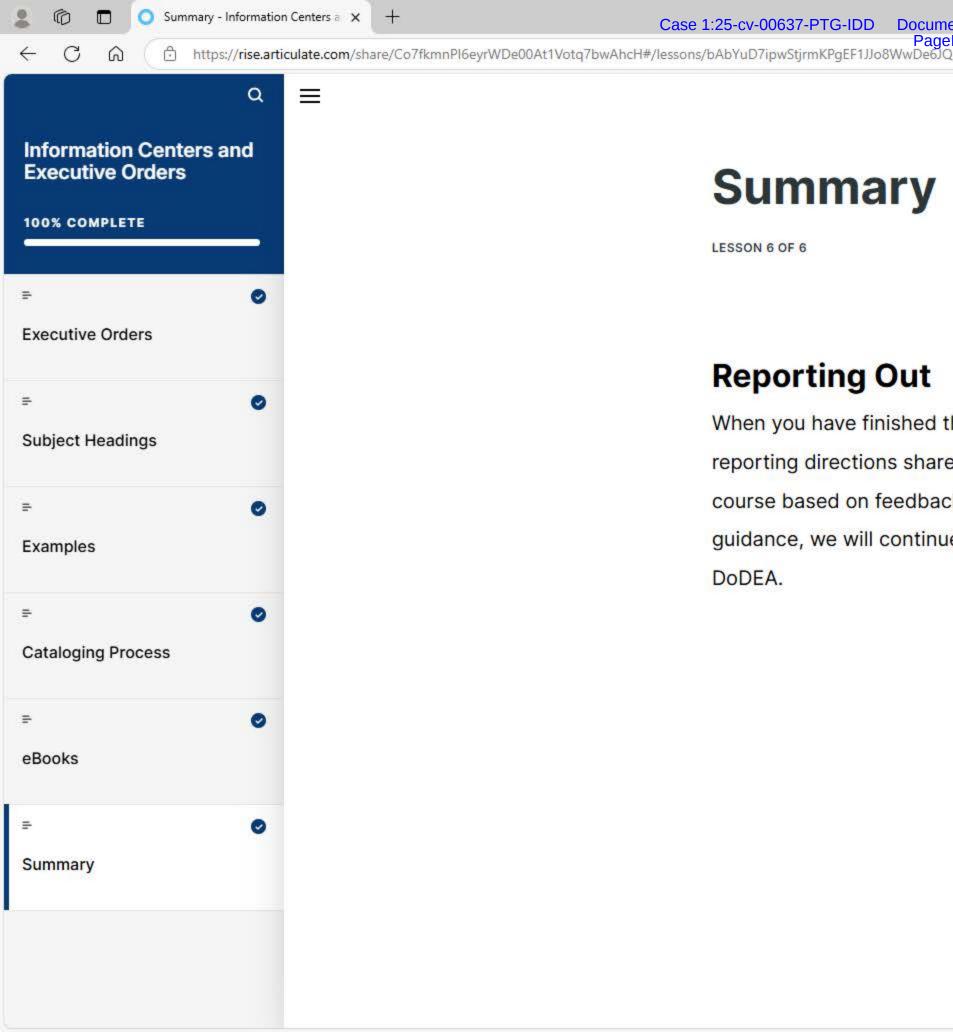












# Summary

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LESSON 6 OF 6

## **Reporting Out**

When you have finished the operational compliance review, please follow the reporting directions shared by the regional ISS. We will continue to update this course based on feedback and questions from the field. As we await further guidance, we will continue to support the incredible students and staff of DoDEA.