1. It is the policy of the National Military Establishment that there shall be equality of treatment and opportunity for all persons in the Armed Forces without regard to race, color, religion, or national origin.

2. To insure uniform application of this policy, the following supplemental policies are announced:
   a. There will be no strength quotas of minority groups established by the National Military Establishment or by any of the Armed Forces.
   b. The National Military Establishment shall establish uniform standards of induction for the Armed Forces for:
      (1) Service in peacetime, and
      (2) Service in time of emergency.
   c. In time of emergency all manpower, including members of minority groups, shall be assigned to the several Armed Forces on a basis proportionate to their strength. This proportionate division shall be made both qualitatively and quantitatively. The strengths of the several services in the various AOC7 categories at the time of the emergency shall be computed in the over-all determination of proportionate strengths in order to arrive at an equitable division of manpower resources.
   d. All individuals will be accorded equal opportunity for appointment, advancement, professional improvement, promotion, and...
retention in the Armed Forces. In no circumstances will officer or
non-commissioned officer quotas be established for minority groups.
Members of minority groups will compete for such positions on the same
basis and under the same conditions as all other personnel.

a. All enlisted men of Negro units and detachments will be
afforded full opportunity to transfer as individuals to a white unit
of the same type for the same service provided the individual in
question has at least a year remaining on his present enlistment or
indicates his intention to re-enlist. Men desiring such transfers will
be transferred as rapidly as administrative and budget requirements
permit. As a matter of policy, not less than four Negroes will be
assigned to a company or comparable unit and not more than ten per cent.
Such transfers will not be approved where the individual involved is
under charges, awaiting trial, serving sentence, venereal infection,
or whose record as a serviceman will not warrant re-enlistment. Nor
will such a transfer be approved where the applicant is sub-standard
in the discharges of the type-duty to which he is assigned.

f. All successful Negro candidates for enlistment in the Armed
Forces will state in writing whether they desire service in an all-Negro
unit or detachment, or on an integrated basis in a mixed unit.
Successful white candidates for enlistment will be assigned to all-white
or integrated units on the basis of administrative requirements and without
regard to preferences.

g. The transition from the policies under which the several
services are presently operating to the policies set forth in this
directive shall be accomplished progressively but gradually starting
1 July 1949 and shall be completed by 1 July 1950. It is the intent of
this directive that the maximum integration of members of minority groups
throughout the military establishment shall be accomplished by 1 July 1950
but without transferring members of minority groups to mixed units against
their will. During this transitional period, enlisted men of one race who
find themselves serving under an officer of another race may, after thirty
days and before forty-five days, apply for transfer to a unit commanded by
an officer of their own race. This option does not apply to officers and
non-commissioned officers.

b. During the period 1 July 1949 to 1 July 1950 the services shall
make a detailed study of the effects of the policies set forth in this
directive. Detailed, factual, statistical data touching on all aspects of
the problem shall be carefully recorded by each service. Periodic studies
shall be made by the Troop Attitude Research Branch, Troop Information and
Education Division, under direction of the Secretary of Defense to determine
the effects on attitudes and on morale of the officers and men of the
several services. Immediately after 1 July 1950, these data shall be
assembled and the Personnel Policy Board, Office of the Secretary of
Defense, shall undertake a study of this directive and these data with the
view of developing a permanent unified policy that will make the most
effective use of the nation's manpower under conditions conforming to the
national interest and national policy.

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28 Feb 1949 revised 15 Mar 1949