1 copy

DEPARTMENT OF THE NAVY
UNITED STATES ATLANTIC FLEET
HEADQUARTERS OF THE COMMANDER IN CHIEF
NORFOLK, VIRGINIA 23511

1000
Ser N171D/ 706
21 FEB 1974

THIRD ENDORSEMENT on CO, USS SANCTUARY (AH 17) ltr ser 351 of 19 Nov 1973

From: Commander in Chief U. S. Atlantic Fleet
To: Chief of Naval Personnel

Subj: Women Aboard USS SANCTUARY (AH 17); evaluation of

1. Forwarded.

2. Comments and recommendations:

a. It is clear from enclosure (1) that primary emphasis in continuing the program of assigning women to ships should be in developing a corps of senior female petty officers with seagoing experience. Assigning experienced females to supervisory positions would solve a large number of the problems encountered in SANCTUARY, including, specifically, good order in berthing compartments, handling of complaints of menstrual discomfort, and others.

b. Female enlisted personnel were and are being assigned to SANCTUARY on a voluntary basis. Neither females nor males are specifically screened for SANCTUARY, nor, under the "One Navy" concept, is such screening desirable. In general, if women are to be fully integrated into the Navy they should be assigned to ships with the same training and time in service as men. Special screening of females for assignment to forces afloat would be a discriminatory practice and is not recommended. Additionally, it should be noted that EPDOLANT does not have access to service records and thus does not have the capability to screen non-rated personnel; furthermore, there is generally little basis on which to screen first-termers.

c. In the future, women scheduled to report to ships should be better advised on clothing and personal belongings restrictions necessary to life afloat. It is questionable whether "...the average enlisted woman will require a small wardrobe."

d. While the legal status of women officers on board ship is at best unclear, there appears to be no law or regulation specifically prohibiting women standing watch as Officer of

the Deck underway. Attention is invited to Article 1003 of U. S. Navy Regulations 1948 (continued in effect as CNO Regulations pursuant to NAVOP 56 of 1973). While Article 9002 of U. S. Navy Regulations 1973, in denying women eligibility for command at sea, does prohibit their becoming Command Duty Officers, this Article would not seem to be an impediment to women standing watch as Officer of the Deck underway. With respect to women officers, there is no apparent reason for the distinction made in SANCTUARY between Officer of the Deck underway and Officer of the Deck in port. Specific guidance on the legal status of women in ships should be issued, especially in light of the possible passage of the Equal Rights Amendment.

e. Particularly noteworthy in SANCTUARY's report is the statement that "women can perform every shipboard function with equal ease, expertise, and dedication as men do." Significant in this regard is the success of women on General Quarters repair parties and on General Emergency Teams, performance on which is a good gauge of general naval ability.

f. In general, the statements in paragraph (3), page 13-1, enclosure (1), do not represent severe problems, considering the nature of seagoing life. Not all male enlistees find themselves completely happy at sea either. Solutions to female complaints should be sought where possible, of course, but the same standards of maturity should be set for females as males.

g. Commanding Officers have sufficient authority to deal with persons having difficulty adjusting to mixed crews. Special authority is not required any more than in handling racial problems. Lieutenant Canfield's remarks in paragraph (3) of her memo, and CO, SANCTUARY's actions detailed in paragraph (8), page 13-2 of enclosure (1), are cogent here.

3. In Summary, given SANCTUARY's conclusion that "both men and women have merged into members of a common disciplined crew," the pilot program has clearly been a success. While

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21 FEB 1974

numerous difficulties developed, all are capable of solution or tolerable, if women will accept the challenge of going to sea.

R. D. HARTWELL
Assistant Chief of Staff

Copy to:
COMSERVLANT
COMSERVRON 2
CO, USS SANCTUARY (AH 17)

R/S

NI

1050
Ser 01/ 323
25 JAN 1974

SECOND ENDORSEMENT on CO USS SANCTUARY ltr 1050 ser 351 of 19 Nov 73

From: Commander Service Force, U.S. Atlantic Fleet
To: Chief of Naval Personnel
Via: Commander in Chief U.S. Atlantic Fleet

Subj: Women aboard USS SANCTUARY (AH 17); evaluation of

Encl: (3) Memorandum of Lieutenant Susan B. CANFIELD, USN, 379-46-6255, Prospective Operations Officer, USS SANCTUARY

1. Forwarded. An advance copy of the basic report was provided to the Secretary of the Navy and Chief of Naval Personnel on 15 January 1974.

2. SANCTUARY's report is well written, detailed and factual. It provides valuable information to those who will be making decisions with regard to future programs involving women on board Navy ships. Enclosure (3) is provided for further information. It was written by Lieutenant Susan B. Canfield, USN, prospective Operations Officer, USS SANCTUARY. She was taking indoctrination training at this Staff Headquarters at the time the report was received. Her comments merit consideration.

3. With regard to the general concept of women aboard ship as applicable to SANCTUARY, the following comments are submitted:

a. SANCTUARY is a pilot program--first of its kind. A sense of exploration and adventure exists which created a higher degree of motivation in ship's company than might be expected in, say, a new construction ship. The test has been conducted under the scrutiny of media publicity which has increased the burden on ship's company, both collectively and individually.

b. The quality level and selectivity of the assigned personnel embarked diminished the number of personnel problems and contributed to the success of the program. As the project proceeds down stream, it would be desirable to assign a group of men and women more average in profile.

c. SANCTUARY operates like a shore station. Any conclusion which suggests or leads to application in sea-going forces should be carefully tested and assessed prior to execution.

d. Adjustments and thawing of previously held barriers to the presence of women and acceptance by the male ship's company are social facts of life which must be recognized and dealt with. The education and training requirements for this transition are valid and should be pursued.

e. Legal restraints/bars--such as women OOD's, etc--should be identified and eliminated. Otherwise, true tests cannot be made of women's capabilities in a shipboard environment.

f. It is noted that women are not assigned to areas where they do not wish to serve, i.e., fire rooms, etc. Frequently servicemen are arbitrarily assigned when shortages of qualified volunteers exist; or, alternatively, lower degrees of performance were accepted. The same procedures and standards should apply for all hands wherever reasonably feasible.

4. The Commanding Officer, USS SANCTUARY, and the entire ship's company are commended for their performance during the past year and a half.

J. T. BURKE, JR.

Copy to:
CHNAVPERS (Advance)
COMSERVRON TWO
CO USS SANCTUARY (AH 17)

FF4-16/FC2:bn
1000
Ser 00/836
17 DEC 1973

FOR OFFICIAL USE ONLY

FIRST ENDORSEMENT on CO, USS SANCTUARY (AH 17) ltr 1000 ser 351 of 19 November 1973

From: Commander Service Squadron TWO
To: Chief of Naval Personnel
Via: (1) Commander Service Force, U.S. Atlantic Fleet
(2) Commander in Chief, U.S. Atlantic Fleet

Subj: Women aboard the USS SANCTUARY; evaluation of

1. Forwarded, contents noted.

2. It is believed that women can perform effectively in selected ships provided:

a. Segregated, appropriate, but not preferential berthing can be provided.

b. They are properly screened prior to assignment.

c. In conjunction with b. above, it is recommended that women not be assigned direct from basic training or service schools completed immediately after basic training.

3. It is further believed and recommended that service man and wife not be assigned to same ship and that special authority be granted commanding officer's of mixed crews to transfer personnel promptly to preclude potential sexual problems from becoming a reality.

MARTIN "H" ZENNI

Copy to:
CO, USS SANCTUARY (AH 17)

3 January 1974

MEMORANDUM

From: LT S. B. CANFIELD,USN
To: ACOS Administration and Personnel

Subj: Women aboard SANCTUARY: evaluation of

Ref: (a) CO, USS SANCTUARY (AH-17) ltr 1000 ser 351 of 19 NOV 73

1. The following is offered in response to CAPT DOWLING'S request that I read and comment on the recommendations contained in reference (a):

2. It is apparent that the women aboard SANCTUARY have proven fully capable of performing a variety of assignments traditionally given men, and adjusting to shipboard life. Statistics cited suggest that while women have proven less of a burden with regard to discipline and military behavior than the men, their overall attrition rate is greater. However, if pregnancy as a prerequisite for discharge were disregarded, the attrition rate for women aboard SANCTUARY would in fact be less than that for men. Considering that men cannot at present become pregnant, and that women who are on their second tours in the Navy still can, I see little advantage to be gained by restricting the assignment of women to afloat duties to those on second tours. Further, I cannot understand why one should expect that women have a trouble free tour to be considered acceptable substitutes for male crew members. In terms of practical long range Navy employment, the criteria for the assignment and retention of women afloat must necessarily be the same as for men.

3. So far as the comment that commanding officers of ships with a mixed crew must especially be authorized to immediately transfer personnel involved in sensitive sex-related incidents, I believe procedures currently authorized to deal with other sensitive racial, disciplinary or personal situations are completely adequate. So long as male-female problems are treated in an axceptional manner, unwarranted significance will continue to be placed on otherwise mundane situations.

4. I was particularly concerned to read that LTJG KERR was standing JOOD watches, but is not eligible to stand OOD or CDO watches due to legal restrictions. If the intent of this pilot program is to see whether women can fill jobs normally assigned to men, then whenever possible, restrictions must be removed or held in abeyance which place limits on their employment which are not otherwise applicable to their male counterparts. In this regard, restrictions on the succession of women to command within the shore establishment, or to their assignment as members of non-combatant flight crews have been laid aside. I regret to think that for my entire tour as Operations Officer I will not have the opportunity or indeed the requirement to qualify as an OOD or to assume all the duties normally assigned to a male officer in the same billet.

5. SANCTUARY'S report also mentions several minor difficulties which appear to be essentially shipboard administrative problems, and therefore should not reflect on the employment concept in general.

a. I can only say that the pregnancy rate seems unnecessarily high relative to what I've observed elsewhere. Since SANCTUARY has been a shore command for all purposes for the major portion of the evaluation period, I can only suspect that adequate birth control counseling is not given.

b. I was also amazed to read how many women were excused from work due to menstrual discomfort. I suspect that the women are using this complaint to avoid some duties simply because most of their male supervisors will accept it with little question. In my own experience in working with Navy women over the past six years, I cannot recall one who has been absent from her job for this reason. I suspect that as more women fill supervisory positions this excuse will disappear.

c. While I agree with the principle of not assigning married couples to the same afloat command, I do feel that it is discriminatory to require only the women to sign a statement that they are aware of this policy. Surely the policy can be incorporated into the ship's instructions and the need for these statements avoided.

d. The difficulties experienced by the women on SANCTUARY are essentially the same as those of a group of similar size ashore, or of the pilot women OT program in which I participated.

Very respectfully,

SUSAN B. CANFIELD

USS SANCTUARY (AH-17)
FLEET POST OFFICE
NEW YORK, NEW YORK 09501

AH-17
00:TAR:wgh
1000
Ser: 351
19 NOV 1973

FOR OFFICIAL USE ONLY

From: Commanding Officer, USS SANCTUARY (AH-17)
To: Chief of Naval Personnel
Via: (1) Commander, Service Squadron TWO
(2) Commander, Service Force, Atlantic Fleet
(3) Commander in Chief, U. S. Atlantic Fleet

Subj: Women aboard the USS SANCTUARY: evaluation of

Ref: (a) CHNAVPERS ltr Pers-B1104 of 26 Oct 1972

Encl: (1) Report on the evaluation of the Assignment of Women to the USS SANCTUARY
(2) OPNAV Memo OP-97c1:dy, ser 14PQ7 of 22 Aug 1972

1. Enclosure (1), an evaluation report on the performance and adaptability of women aboard the USS SANCTUARY, is submitted in accordance with reference (a).

2. The report has been delayed slightly in order to take advantage of the unique opportunity for data gathering and analysis presented by the first month of the current deployment.

3. Enclosure (2) is furnished for information.

T. A. RODGERS

Read from CAPT SMITH, S/COMSERVLANT
22 JAN 74
AV 690-6757/6471/6924

REPORT ON THE EVALUATION OF THE

ASSIGNMENT OF WOMEN TO THE USS SANCTUARY (AH-17)

1 October 1972 - 31 October 1973

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Chapter I - Ship's Employment Schedule

1. The major reconfiguration and overhaul of the USS SANCTUARY commenced in December 1971 at Hunter's Point Naval Shipyard. The first enlisted woman, PN3 GRIFFITH, reported onboard on 8 September 1972.

2. The ship's operating schedule and major milestones from 1 October 1972 to 31 October 1973 were as follows:

1-16 Oct 72	ROH at HPNSY
17 Oct 72	Ship held first dock trials
18 Nov 72	Recommissioning Ceremony at HPNSY
19 Nov - 6 Dec 72	ROH continues at HPNSY
7 Dec 72	First Fast Cruise
8-11 Dec 72	ROH continues at HPNSY
12-13 Dec 72	Sea Trials; underway for first time with mixed crew
14-31 Dec 72	ROH, Inport HPNSY
1-16 Jan 73	Inport HPNSY
16-17 Jan 73	Underway for INSURV Inspection
18-31 Jan 73	Inport HPNSY
1-4 Feb 73	Inport HPNSY
5-6 Feb 73	Underway enroute to San Diego for REFTRA
7-11 Feb 73	Inport San Diego, TRE Inspection, REFTRA preparations
12-16 Feb 73	Underway for REFTRA
17-18 Feb 73	Inport San Diego
19-23 Feb 73	Underway; REFTRA continues; first underway refueling with enlisted women on deck
24-25 Feb 73	Underway, enroute to San Francisco Bay

26 Feb - 2 Apr 73	Inport HPNSY
3-4 Apr 73	Underway for ISE and sea trials
5-28 Apr 73	Inport HPNSY
29 Apr 73	Underway enroute to Seattle/Vancouver. Voyage aborted due to expansion joint failure.
30 Apr - 7 Jun 73	Inport at HPNSY
8 Jun - 7 Aug 73	Inport, RAV at HPNSY
8 Aug 73	Second Fast cruise
9-13 Aug 73	Inport, RAV at HPNSY
14 Aug 73	Third Fast cruise
15-17 Aug 73	Inport, RAV at HPNSY
16-17 Aug 73	Underway for sea trials
18-26 Aug 73	Inport, RAV completed
27-31 Aug 73	Underway for ISE and TYT
1-4 Sep 73	Inport at HPNSY
5 Sep 73	Underway for family cruise
6-16 Sep 73	Inport at NAS Alameda
7-21 Sep 73	Underway for ISE, TYT and INSURV retrials
22-30 Sep 73	Inport at NAS Alameda
1-12 Oct 73	Underway, enroute to Buenaventura, Colombia; the longest at sea period - 12 days with a mixed crew.
13-31 Oct 73	Inport at Buenaventura, Colombia on a Navy Handclasp mission.

The ship's schedule for the remainder of the calendar year 1973 is as follows:

1-6 Nov 73	Inport, Buenaventura, Colombia
7-8 Nov 73	Underway, enroute Panama CZ
9 Nov 73	Underway, transit Panama Canal
10-12 Nov 73	Underway, enroute Port-au-Prince, Haiti
13 Nov - 9 Dec 73	Inport, Port-au-Prince, Haiti, on second leg of the Navy Handclasp cruise.
9-13 Dec	Underway, enroute Mayport, Florida ship's new homeport.
13-31 Dec	Inport, Mayport, Florida for leave and upkeep.

2. During the October 1972 to October 1973 reporting period the ship spent a total of 42 days underway on Sea Trials, ISE, TYT and REFTRA. 82 days were spent on upkeep status at HPNSY, 18 days of upkeep at NAS Alameda, 6 days inport visit in San Diego, and 19 days inport visit in Buenaventura, Colombia. The greatest part of the reporting period, 199 days, were spent in OVH and RAV status at Hunters Point Naval Shipyard, San Francisco, California.

Chapter II - Shipboard Organization and Women Augmentation

1. Administratively the USS SANCTUARY, in support of her new mission is divided into seven departments.

a. Hospital - to operate the NAVHOSP

b. Resale - to operate the Exchange and Commissary Facilities

c. Supply - for normal shipboard supply functions

d. Deck - for normal shipboard deck functions

e. Engineering - for normal shipboard engineering functions

f. Operations - for normal shipboard operations functions

g. Administration - for normal shipboard administrative functions

2. The embarked NAVHOSP is a tenant command with its own administrative structure. At the time of this report, there were 53 enlisted women assigned to the SANCTUARY. In addition, there is one woman line officer, LTJG ANN KERR, one woman Supply Corps Officer, ENS ROSEMARY NELSON and twelve women Nurse Corps Officers assigned to NAVHOSP.

3. The assignment of women onboard is shown below:

HOSPITAL

HM3 Barbara J. BROOKS
HN Brenda S. COOK
HM3 Beatrice (n) DYER
HM2 Shirley A. GEILING
HN Pamela E. GELDER
HM3 Elizabeth A. GELINAS
HM2 Paula B. GOLD
DTP2 Virginia E. HIGHFILL
DN Peggy J. LUBBEN
HM3 Kathleen A. McCLUSKEY
HM2 Pamela L. MEYERS
HM3 Sandra M. MORRISON
DT3 Cathy D. O'BRIEN
HM3 Elena J. PECKENPAUGH
HM2 Paula J. SCHOFF
HN Paula J. SEVELSTAD
HM1 Lorraine D. SWAZEY
HN Linda S. TICE
HM2 Deana M. TREXLER
DA Marguerita E. WERNIG

DECK

SA Kathleen (n) CORBETT
SN Janine M. FLYNN
SA Sally M. HAMLET
SA Maureen L. KEITH
SN Anneliese M. KNAPP
SA Kathleen (n) PACHOMSKI
SN Susan A. TELESCA
BM3 Betty J. WALLACE
SN Judith A. ZEZULKA

SUPPLY

SN Eva E. ANDERSSON
SN Kathy I. HEVERLY
DK2 Ruth A. SHUMAKER
SK3 Alicia L. TIGAR

OPERATIONS

QMSA Kathleen M. EUDALY
RMSA Gloria E. FLORES
OSSA Susan M. LINDEN

Chapter II

RESALE

SHSA Sally A. GRAVENS
SHSN Linda M. GARNER
SHSA Phyllis A. HENDRICKS
SHSN Rebecca N. JOHNSON
SHSN Cathy A. O'CONNOR
SA Sherry J. SAGER
SHSN Mary J. SMITH
SN Gail F. WALLACE
SHSN Debra V. WALZ
SHSA Laurie E. WEST

ADMINISTRATION

SA Randee R. HEATH
JOSN Carrie D. HOSEY
SN Chris C. McCART
SN Patricia A. REINHARDT
YN3 Marita A. SANTIN

ENGINEERING

YN3 Sharon J. GOULEY

4. The only woman line officer onboard, LTJG KERR, is assigned the primary duty of Administrative Assistant; her additional collateral duties are: X-Division Officer, Personnel Officer, Legal Officer, Postal Officer, she stands OOD Watches inport (not CDO) and JOOD watches at sea. The Supply Corps Officer, ENS NELSON is assigned the primary duty of Disbursing Officer; her additional/collateral duties are: S-2 Division Officer and Wardroom Mess Caterer, she stands OOD watches inport.

5. Since women were initially assigned to the USS SANCTUARY, the following enlisted women have been transferred for the reasons as indicated:

SA Lillian E. ALBIN	Trf to Oakland NAVHOSP for observation
SA Heather J. BYFORD	Trf due to SWAP
SA Nancy C. GOODWIN	Trf to Oakland NAVHOSP for observation
SA Pamela L. LASSETTER	Trf to Oakland NAVHOSP for treatment
SA Karen E. OWENS	Trf to Oakland NAVHOSP for treatment
SA Sheila Y. RATHER	Trf to Oakland NAVHOSP for treatment
DKSN Roseann E. SMITHEY	PCS to Charleston, S.C.
SA Marilyn Y. TANNEY	Trf to Oakland NAVHOSP for treatment
HM3 Susan A. VOGT	PCS to Rota, Spain
RMSA Patricia A. SEASOCK	Deserter - eventual disposition by PHILNAVSHIPYD

Chapter II

6. The following enlisted women have been discharged for convenience of the Government by reasons as indicated:

PN2 Peggy S. GRIFFITH	Pregnancy
SA Connie J. KREUTZER	Unsuitability
SA Karen R. LUKASZEWSKI	Unsuitability
SN Christine F. PAULIS	Pregnancy
RMSA Mary K. MORNINGRED	Pregnancy
SHSA Barbara A. NOEL	Pregnancy
SN Debbie MERCER	Pregnancy
SHSA Jesusa (n) CARRILLO	Pregnancy
SA Cynthia A. WITKOWSKI	Pregnancy

7. Discharges for the Convenience of the Government cited above represent a 12.7% of the total enlisted women population that have served onboard. 8 enlistedmen were discharged for the Convenience of the Government during the same reporting period, this represents a 1.8% of the total enlistedmen's population that have served onboard. In perspective, at the time of this report the entire ship's complement, including NAVHOSP, numbered 422 enlisted personnel. The 53 enlisted women represent 12.5% of the ship's company.

Chapter III - Women's Berthing and Accommodations

1. The selection of the enlisted women's berthing compartment and sanitary spaces was the subject of a meeting held at OPNAV on 11 Aug 1972, enclosure (2) the memorandum on the meeting, OP-97c1:dy, ser 14PQ7 of 22 May 1972 refers.

2. The space selected, second deck, forward, frames 56-80 was completely isolated from the ships male compartments which are located aft.

3. The compartment was modified and refurbished as enlisted women's berthing by Hunters Point Naval Shipyard. It provides berthing accommodations for 75 women with showers and head facilities. Although a better modular design of berthing could have been achieved with practically no loss of berths, the compartment was built in the open berthing style, in the same fashion as the existing male berthing compartments, bunks set at three high, with partitions placed between bunk rows.

4. One small corner area of the enlisted womens berthing compartment containing three 3-bunk tiers was modularly designed and curtained off. It has been designated as senior PO/CPO berthing.

5. One marked difference between the enlisted women's and enlistedmen's berthing compartments is the vertical separation between bunks in a tier. The enlisted women's berthing compartment is characterized by high overhead (over 22 ft.) and as such it affords the relative "luxury" of greater vertical bunk separation vs the separation of a typical enlistedman's bunk.

6. To date, three enlisted women have been treated for fractures and bad foot strains that allegedly were suffered while descending from the bunks to the deck. Also an arm fracture has been attributed to the same cause. All bunks are provided with ladder steps. The situation however, is not unique. At the time of this report two enlisted men are being treated, one with a fractured foot and another with a fractured arm. Both injuries allegedly, were sustained when descending from the top bunks. Bunks in the enlistedmen's berthing are also provided with ladder steps.

7. The stowage spaces provided in the enlisted women's berthing compartment consists of the bunk locker and an individual hanging space locker, similar to that provided for the male crew. As such, the stowage space is totally inadequate. With civilian clothes allowed onboard, the average enlistedman will carry one or two pair of slacks and some sport shirts. The average enlisted woman will require a small wardrobe.

8. While an enlisted man will report onboard with a well packed sea bag, the enlisted women will report onboard with at least one large foot-locker and several suitcases, an overnight suitcase, most probably a hair dryer and a pressing iron.

9. Purchase of the foot-locker, this command has been informed, is recommended during recruit training.

10. The problem with personal gear stowage did not manifest itself until one week prior to sailing on the two-and-a-half month Navy Handclasp mission to Colombia and Haiti, enroute to the ship's new homeport, Mayport, Florida. Prior to that time, and while the ship was undergoing the extensive reconfiguration and RAV periods at HPNSY, about 70% of all enlisted women were living ashore, usually two or three together sharing an apartment.

11. When all the enlisted women moved permanently onboard, the situation in the berthing area was appalling. Finally, all foot-lockers and suitcases were removed to an unused resale/commissary stowage space below decks, the lucky bag and the ship's unused butcher shop. Enlisted women were asked to keep only the absolute essential items in their compartment. Even so, several "small" suitcases and makeup kits had to be stowed on top of lockers and out-of-the-way places to facilitate the essential needs.

12. Soon after the enlisted women occupied their designated berthing a request was forwarded to the command to allow enlisted women to buy and use their own bed sheets and pillow cases instead of the standard Navy issue items. In the interest of promoting morale and improving habitability, the request was granted. At this time the majority of the enlisted women are using their own bedding. Standard issue is always available to those who so desire. Requests from the enlisted men for the same priviledge has not been received.

13. It is also noted that the ship's laundry has not been affected. To cope with the laundry problem of delicate feminine undergarments three light duty sets of washers/electric dryers were installed inside the enlisted women's washroom facilities. Although the idea was sound, the choice of washers/dryers was poor. Shortly after installation the machines were being abused with loads greater than the rated 5-lb capacity recommended and for a lengthy period of time, two out of the three sets were inoperable. In the beginning soap for these washers was purchased by the individuals but it was later recommended by the Welfare and Recreation Committee that detergents be provided from the same non-appropriated funds that provides all ship's laundry products. The recommendation was endorsed by this command.

14. The proper usage of these washer/dryers is a matter of ship internal administration. Once properly indoctrinated, the enlisted women assigned to SANCTUARY have seldom abused their priviledge for which they are most appreciative.

15. The existance of separate laundry facilities at the enlisted women's berthing has been criticized by very few enlisted men who have seen it as an extra priviledge that all hands should rate. It is noted, however, that the ships laundry is doing an exceptionally good job in satisfying all needs of the crew.

16. The operation of enlisted women's toilets has been a constant irritant. Everyday invariably one or more toilets would be plugged and would require the constant attention of the ships technicians to keep the sanitary drains clear. The problem has been attributed to a combination of the old sanitary drain systems and the unusual refuse women discharge in the toilets, carrying out a good sanitary practice from home. To ease the daily burden of unplugging the drains special recepticles were placed in the heads but they are not being used.

17. Plugging of the drains in the showers was also a constant proglem. When recently cleaned, the sanitary pipes were found full of human hairs. This problem, it is believed, can be alleviated by routine cleaning and flushing of the sanitary drains.

18. The administrative control of routine maintenance and preservation of the enlisted women's berthing and sanitary spaces has generated some interesting observations. In the case of male berthing areas, each space is identified by a given department which maintains the responsibility for routine cleaning and maintenance. Under the concept of equal but separate, all enlisted women were berthing in one compartment, thereby transcending the normal single department responsibility for a berthing space. Several schemes were tried but all created administrative problems. What appeared to be the best compromise was to assign the senior enlisted woman, presently an HM1, as the enlisted women's berthing compartment MAA. Each department furnishes compartment cleaners and maintains responsibility on a regular rotation basis.

19. A more serious problem associated with a multi-department living space is the firm maintenance of good order and discipline. This becomes a problem for several reasons. First, the only personnel experienced in seagoing routine and standards are males, and for obvious reasons they are precluded from making the unannounced inspections and visits into berthing spaces that are so necessary to good order. Second, the normal berthing space organization usually provides for the same chain of command for all personnel in the

berthing space, they usually all go to quarters together, submit their special requests through the same organization, and most importantly their leading petty officers (i.e. BM1, MM1, etc.) live in the same berthing space and provide the leadership and standards necessary for consistent good order and discipline. This is not the case in womens berthing. The enlisted women, for example, leave their berthing space in the morning and attend divisional quarters in 10 different divisions. Third, the senior petty officers that live in the enlisted women's berthing compartment have absolutely no experience in going to sea or in being in charge of such a living space either at sea or ashore.

These problems, for the most part, are gradually being solved as more women become experienced in going to sea and learn the routines, standards, and requirements of shipboard life. They are problems, but they are manageable, and with effort and innovation can be surmounted. As more women gain experience at sea most of the problems enumerated above will disappear and women berthing spaces should produce no more problems than men's berthing. Of great benefit in this area, and indicative of progressive improvement is the assignment of a female First Class Master-at-Arms to SANCTUARY.

20. In general habitability conditions onboard for both enlisted men and enlisted women, are marginal. The USS SANCTUARY is 29 years old. Berthing compartments are overcrowded and stowage space for personal gear is limited. In comparison to enlisted men's berthing compartments, the enlisted women's berthing may appear somehow more comfortable because of the high overhead but otherwise the floor space is almost identical. Crowded living conditions and lack of privacy have negative effect on the enlisted women's morale, and constitute the basis of all grievances and disenchantment with sailors life at sea. Enlisted men, as a rule, air fewer complaints on the subject. Some have complained nonetheless, that enlisted women are afforded greater priviledges, and better living conditions onboard.

21. It is noted that NELC, San Diego embarked USS SANCTUARY during the ship's REFTRA period and has compiled a report titled "Women Aboard Ship: Habitability Considerations, Report TN 2418".

22. Women officers onboard occupy staterooms specifically designed for Commissioned Nurse Corps Officers and segregated from the rest of the wardroom staterooms. There conditions are identical with those occupied by male officers but they are more priviledged in that they are located in the superstructure, have access to weather decks, and are equipped with portholes. In contrast, male wardroom staterooms are located on the first, second and third decks, forward. Nonetheless the only source of envy among male officers is the blue bath tub that is installed in the Women Officers washroom.

Chapter IV - Administrative Remarks

1. The educational profile of all enlisted personnel presently assigned to USS SANCTUARY is given below:

	#Enlisted men	#Enlisted Women
a. College Degree	6 (1.6%)	0
b. Partial College Education	79 (21.4%)	12 (22.6%)
c. HS diploma or equiv.	225 (61%)	53 (100%)
d. Less than HS Education	63 (17%)	0

2. The average age of a single enlisted woman serving onboard is 22.5 years; that of a single man is 23.8 years.

3. At the time of first shipboard assignment of enlisted women, with the exception of a DK and a YN, all petty officers were corpswomen.

4. During the lengthy period of shipyard conversion, overhaul, and restricted availability, a substantial number of corpsmen and corpswomen were assigned TAD to NAVHOSP Oakland, HPNSY and Treasure Island dispensaries to fill critical shortages and to afford in-rate training.

5. For those who remained onboard, the shipyard period was one of unrest, apparent disorganization and a source of disappointment. Even under the best of circumstances, the shipyard overhaul period does not afford the best habitability conditions. The problem was compounded by the rough neighborhood surrounding the shipyard, the Hunter's Point District in San Francisco. Ship's personnel were terrorized leaving and entering the shipyard at night by roving gangs, robbed at gun point, beaten and even shot at while transiting the area in automobiles. One enlisted woman was robbed on two separate occasions while riding on public transportation. This situation plus the fact that the shipyard proper, offered very little for recreation may have caused the main exodus of enlisted women to apartments in town. Those who chose to remain onboard, primarily for financial reasons, felt confined to the ship and shipyard. It is noted that this situation was not only effecting enlisted women but all young unmarried people. The enlisted women however, appeared to be affected the most.

6. As soon as the shipyards unbillical cords were removed and the ship returned to normal, enlisted women's morale made a dramatic change. The enthusiasm with which all hands entered and completed REFTRA was a refreshing new experience. The first short at sea periods were equally dramatic for both new men and women onboard. Women adapted to sea going ship life with the same ease as their male counterparts. Women got their sea-legs just as fast as their male counterparts and there were almost as many - percentage wise - cases of sea-sick enlisted women as there were enlisted men, when the seas got rough.

Chapter IV

7. The ship did extremely well in REFTRA, finished on schedule and returned to Hunters Point as a unified crew with high confidence and morale, and eager to get on with their mission. The succeeding delays, cancellations, and uncertanities in SANCTUARY's schedule, and the attendant damage to morale, are well documented in message traffic of that period. Although the situation has been alleviated by the present mission and the change in homeport to Mayport, it has not been corrected. The uncertainty still exists. There is no information available concerning the ships employment after arrival Mayport. Unless this situation is clarified soon, we will again find ourselves in a situation of frustration, doubt, and declining morale.

8. The binnacle list during October 1973, the first months of total operations and mission performance, shows 15 persons on it, 9 enlisted memeandn6 enlisted women. These figures translate to 2.4% for enlisted men and 17% for enlisted women assigned. The binnacle list during the period of shipyard overhaul and relative inactivity was much greater. The totals from January to August 1973 averaged more than 3 times that of the operating month. Unfortunately, accurate records were not kept during these months, enlisted women's absenteism for medical reasons (mensturation cycle's, binnacle list) has not created any noticeable problems. Some caustic comments were made nonetheless when the only rated woman BM did not feel good enough to relieve the BM of the Watch underway and her duties had to be assigned to another BM.

9. When in February 1973 an enlisted man, married to an enlisted woman serving onboard, was assigned to SANCTUARY, the question of assigning married people to the same ship at sea was raised. SECNAV ruled that husband and wife should not be allowed to serve on the same ship. Heretofore, all enlisted women assigned to USS SANCTUARY must sign the following statement which appears in the members service record:

"I hereby acknowledge my assignment to an afloat/isolated activity and that marriage to any member assigned to the same afloat/isolated activity will result in a new assignment for either myself or my future husband. I also understand that the Commanding Officer of the command must be notified as early as possible concerning any such marriage".

It is noted that the above statement is only required for enlisted women and questions have been raised as to why enlisted men need not acknowledge the same statement of Navy policy. The command has rationalized that this is not a case of discrimination and that in this fashion the policy is promulgated with the least administrative effort. A random sampling of the ship's male crew indicates 100% awareness of the Navy's policy in question. There is no doubt that the present policy must stand.

Chapter IV

10. From October 1972 to October 1973, 14 disciplinary cases involving enlisted women were disposed of at Captain's Mast. In addition, there was a case of UA over 30 days in which the enlisted women was declared a deserter and two enlisted women were transferred prior to sailing with disciplinary action pending. In comparison, during the same period 189 disciplinary cases of enlisted men were processed. 17% of all enlisted women assigned onboard have been to Captain's Mast as compared to 19.8% of the enlisted men. The majority of the enlisted women's cases, 11 out of 14, involved UA (Art 86). Some statistical data on disciplinary cases are given below:

4 Sep 1973
OWENS, Violation of UCMJ, Art 86
10 days extra duty and 10 days restriction

29 Aug 1973
PACHOMSKI, Violation of UCMJ, Art 86
5 days restriction

8 Aug 1973
BARNES, Violation of UCMJ, Art 86
7 days restriction and reduction to E-3 suspended for 4 months

3 Aug 1973
GELDER, Violation of UCMJ, Art 86
Reduced to E-3, vacation of suspended bust

31 Jul 1973
GARNER, Violation of UCMJ, Art 86
5 days restriction and 5 days extra duty

12 Jun 1973
MERCER, Violation of UCMJ, Art 90
10 days restriction and 10 days extra duty

18 May 1973
CRAVENS, Violation of UCMJ, Art's 86 and 92
14 days restriction and 14 days extra duty

7 May 1973
O'BRIEN, Violation of UCMJ, Art 86
3 days restriction

7 May 1973
TANNEY, Violation of UCMJ, Art 86
3 days restriction

Chapter IV

7 May 1973
WEST, Violation of UCMJ, Art's 91 and 86
10 days restriction and 10 days extra duty

10 May 1973
GELDER, Violation of UCMJ, Art's 91 and 134
14 days restriction and reduction to E-3 suspended for 6 months

20 Mar 1973
CRAVENS, Violation of UCMJ, Art 86
10 days restriction and 10 days extra duty

21 Jan 1973
ROBINSON, Violation of UCMJ, Art 86 (2 counts)
7 days restriction

1 Jan 1973
PECKINPAUGH, Violation of UCMJ, Art 91 (2 counts)
10 days restriction, reduction to E-3 suspended for 6 months and forfeiture of $50.00 pay for 1 month

Enlisted men

Violation of UCMJ, Art 128	7 cases
Violation of UCMJ, Art 133	2 cases
Violation of UCMJ, Art 86	84 cases
Violation of UCMJ, Art 91	36 cases
Violation of UCMJ, Art 90	6 cases
Violation of UCMJ, Art 89	3 cases
Violation of UCMJ, Art 134	13 cases
Violation of UCMJ, Art 92	25 cases
Violation of UCMJ, Art 107	2 cases
Violation of UCMJ, Art 87	4 cases
Violation of UCMJ, Article 113	1 case
Violation of UCMJ, Art 80	1 case
Violation of UCMJ, Art 121	1 case
Violation of UCMJ, Art 95	2 cases
Violation of UCMJ, Art 112	1 case
Violation of UCMJ, Art 116	1 case
Total	189 cases

In general there were 1.94 times more offenses committed by men than women onboard. Of the 14 women appeared at Captain's Mast only two appeared more than once. Of the 86 enlisted men that appeared 24 were repeated offenders, some with 2, 3, 4 or more appearances. It is apparent that women onboard are much more willing to accept authority and discipline than men.

11. It is very unfortunate that at one time four enlisted women, all dropouts from corpsman school were assigned to SANCTUARY. The foursome had created quite a reputation for rough play, foul langugge and drug use before they were assigned to the ship. Their presence onboard and in the enlisted women's berthing had a demoralizing effect and alienated most of the enlisted women living onboard. Enlisted women's morale was erroding and fear reigned; yet the command was not aware of the situation because no complaints were aired. A few days prior to deployment, a fight broke out outside the enlisted women's berthing. The situation reached such proportions that one of the enlisted women had to be temporarily restrained in the brig. In the aftermath, one of the four enlisted women involved, which had a previous disciplinary record, was separated from the service as unsuitable, one was transferred to NAVHOSP Oakland for observation, one was transferred to NAVHOSP Oakland for medical reasons and the fourth missed ship's movement (she actually reported onboard after being UA, minutes prior to the ship's departure. At that time all of her personal effects and records had been transferred to Treasure Island, California. She was then transferred to T.I. with disciplinary action pending).

12. The incident outside the enlisted women's berthing compartment and the swift action taken by the command restored the enlisted women's morale and emphasized the availability of lines of communication to the command that were always there but people were reluctant to use. (This incident was a significant manifistation of the berthing compartment problem discussed on page 3-4). The assignment of the aforementioned enlisted women to the pilot project of women aboard ship was a clear oversight.

13. In another incident, which occured prior to the ship's departure from San Francisco, two enlisted women were accused of being homosexuals. At the time the allegations were made, the two enlisted women were on authorized liberty and were scheduled to return onboard the morning of the scheduled departure day. Under the circumstances there was no time for NIS Investigation and since the allegations were over whelming and the situation was definitely detrimental to good order in the enlisted women's berthing, the two enlisted women were transferred to NAVHOSP Oakland for observation. It was considered to be a foolish gamble to take these enlisted women on a deployment regardless of the existance of hard, legal proof. Depositions obtained from witnesses at sea as forwarded to NAVSTA Treasure Island, while providing extensive circumstantial evidence to justify their removal in the interest of morale and order, did not provide irrefutable proof of homosexual acts. EPDOLANT has reassigned these two ~~enlisted~~ enlisted women, plus one of the four corpswomen school drop outs discussed previously, to report onboard upon arrival in Mayport.

COMSERVLANT has been informed of these reassignments and the Command believes that they will be cancelled. Another member of the four who missed sailing is also being reassigned. This enlisted woman had presented the least serious problem of the four and may be salvageable without the influence of the other three. Therefore, the Command has interposed no objection to her reassignment.

14. Some interesting statistics on financial matters both enlisted women and enlisted men E-5 and below have been compiled. 32% of enlisted women vs 29% of enlisted men have savings type allotments. 23% of enlisted women vs 46% of the enlisted men have D-type (dependent) allotments. None of the enlisted women onboard are legally married, most of the enlisted men with D-type allotments are married. 25% of the enlisted women vs 41% of the enlisted men are saving through the B (Bond) type allotment. 4% of the enlisted women vs 12% of the enlisted men have registered I (Insurance) type allotments.

Chapter V - Assignment and Distribution of Enlisted Women

A. After being detailed onboard, all non-rated enlisted women were given a period of shipboard orientation at the completion of which they were placed as strikers in different divisions.

2. Non-rated enlisted women were assigned to all divisions except the engineering department. The initial non-rated enlisted women input prior to commissioning was allowed to strike for a rate of their choice. Subsequent non-rated enlisted women received were first assigned to "I" division for indoctrination/orientation and were subsequently put in the Deck Department, in the same fashion as any non-rated enlisted man.

3. From the Deck Department, all non-rated personnel are allowed to strike for rates of their choice and are placed in the various departments when vacancies exist, based on the recommendation of the Strikers Board. The records of a striker board meeting to consider five candidates, four men and one woman, for the ship's serviceman rate are given in the following pages.

OPNAV 5216/144 (REV.)
S/N-0107-778-8099

DEPARTMENT OF THE NAVY

Memorandum

DATE: 9 OCT 73

FROM: Senior Member, Striker Board

TO: Executive Officer, USS SANCTUARY (AH-17)

SUBJ: Striker Board Meeting, convening of

1. The Striker Board was convened at 1300, 8 OCT 73, with the following members present:
HMCM Lewis
BMCM Ajdukovich
SHCM Clifford
SHC Johns

2. Seven candidates were interviewed for two openings as Ship's Serviceman Strikers. Five were found to be qualified and were recommended for consideration in the following order.

(a)	SN MENDOZA, Alfredo D.	1st Division
(b)	SN ANGKAW, Cesar B.	2nd Division
* (c)	SN FLYNN, Janine M.	1st Division
(d)	SN PENULIAR, Fernando P.	2nd Division
(e)	SN MIRANDA, Ernesto R.	2nd Division

3. SN LOTT, James A., 2nd Division, was not recommended. Action on the request of SN LAWERY is being held in abeyance pending receipt of a current evaluation. His last evaluation precludes any favorable consideration and he feels he has improved considerably over the past seven months.

Very Respectfully Submitted,

H.E. Lewis

H.E. LEWIS HMCM USN

Enclosure (1)

AH17INST 1540
3 MAY 1973

DATE: 8 OCT 73

NAME: MENDOZA, Alfredo, D RATE: SN 1st Div. SSN: 556-21-3422

REQUEST TO STRIKE FOR: SH

MOTIVATION:

1. What have you accomplished toward being a SH ? Put in for SH3/2
2. When did you decide you would like to be a SH ?
3. What experience do you have toward this rate? Has accounting background

PAST PERFORMANCE

Professional: Not Observed
Behavior:
Leadership:
Adaptability:
Appearance:

GCT: 49
ARI: 45
MECH: 36
CLER: 44

SIGNIFICANT EDUCATION: 12+ 2

POTENTIAL: Excellent

Types

DISCIPLINARY ACTION: None

QUALIFICATIONS:

Is he qualified to strike IAW the basic instruction? Yes
Is he qualified for that rating? Yes
Is he qualified for school in that rating?
What training courses have been completed? None

PERSONAL QUALITIES:

Appearance: Excellent military appearance
Mannerism: Confident, poised, polite
Maturity: Very mature, perceptive and advancement oriented

COMMENTS OF BOARD:

Highly Recommended/XXXXXXXXXXXXXXXX
for 1st choice.

Passed SN test 5 JULY.

VRS/
H. E. Lewis
H. E. LEWIS
[redacted] USN

HMCM LEWIS
BMCM AJDUKOVICH
SHCM CLIFFORD
SHC JOHNS

REVISED 1440
3 MAY 1973

DATE: 8 OCT 73

NAME: ANGKAW, Cesar B. RATE: SN 2nd Div SSN: 560-15-6359

REQUEST TO STRIKE FOR: SH

MOTIVATION:

1. What have you accomplished toward being a SH ?
2. When did you decide you would like to be a SH ? Since coming aboard SANCTUARY
3. What experience do you have toward this rate? Auditing office work

PAST PERFORMANCE

Professional: Not Observed
Behavior:
Leadership:
Adaptability:
Appearance:

GCT: 39
ARI: 45
MECH: 41
CLER: 55

SIGNIFICANT EDUCATION: 12+2

POTENTIAL: Good; Appears to genuinely interested in SH work, not only as a means to escape deck.

DISCIPLINARY ACTION: None

QUALIFICATIONS:

Is he qualified to strike IAW the basic instruction? Yes
Is he qualified for that rating? Yes
Is he qualified for school in that rating?
What training courses have been completed? None

PERSONAL QUALITIES:

Appearance: Excellent Military Appearance
Mannerism: Polite, courteous, poised
Maturity: Commensurate with age group

COMMENTS OF BOARD:

Recommended/XXXXXXXXXXXXXXX for 2nd choice

HMCM LEWIS
BMCM AJDUKOVICH
SHCM CLIFFORD
SHC JOHNS

VRS/H.E. Lewis

H. E. LEWIS
HMCM USN

ARLINGTON 1440
3 MAY 1973

DATE: 8 OCT 73

NAME: FLYNN, Janine M. RATE: SN 1st Div SSN: 381-58-7520

REQUEST TO STRIKE FOR: SH Striker

MOTIVATION:

1. What have you accomplished toward being a SH ? SH3/2 Course
2. [illegible] did you decide you would like to be a SH ?
3. [illegible] Worked in confectionary-dairy queen type shop.

PAST PERFORMANCE

Professional:	3.8	GCT:	55
Behavior:	3.6	ARI:	51
Leadership:	--	MECH:	40
Adaptability:	3.6	CLER:	64
Appearance:	3.8		

SIGNIFICANT EDUCATION: 12 POTENTIAL: Good

Touch Types

DISCIPLINARY ACTION: None

QUALIFICATIONS:

Is he qualified to strike IAW the basic instruction? Yes
Is he qualified for that rating? Yes, based upon
If he qualified for school in that rating? Yes
What training courses have been completed? Military Requirements 3&2

PERSONAL QUALITIES:

Appearance: Neat, clean, proper
Mannerism: Over-confident, flippant, manipulative
Maturity: Very mature

COMMENTS OF BOARD:

Recommended/XXXXXXXXXXXXXXXX for 3rd choice
Over two years service with no apparent motivation for advancement.

HMCM LEWIS
SHCM CLIFFORD
BMCM AJDUKOVICH
SHC JOHNS

VRS/H.E. Lewis
H. E. LEWIS
USN

Chapter VI - Performance of Enlisted Women assigned to NAVHOSP

1. Performance of duty of the rated corpswomen onboard has been in par with that exhibited by other corpswomen assigned to shore activities. The assignment of corpswomen onboard a hospital ship came as a logical sequence to the routine assignment of Nurse Corps Officers to Hospital Ships. The Naval Hospital provided all the facilities to exercise the corpswomen's specialty. To many, the hospital ship environment has proven stimulating. Not a single complaint has been made and the apparent excitement of sea travel and comfortable working conditions have overshadowed the drawbacks of crowded living quarters and lack of privacy.

2. In a similar fashion, all rated women quickly adapted to their shipboard rates and their performance of duty has been exemplary.

Chapter VII - Performance of Enlisted Women assigned to Deck

1. Nine enlisted women are presently assigned to the deck department and 54 enlisted men.

2. Almost without exception, all enlisted women have a background of clerical and related activities but all have responded quite negatively to the prospect of a clerical assignment. They appear to welcome the change and in most cases looked forward to working on the open decks.

3. Three of the enlisted women assigned to deck have completed the requirements for Petty Officer Third Class and have taken the examination for advancement. One enlisted woman has been advanced to BM3, the first woman, we believe, to hold this rate; results are pending on the other two. Two enlisted women have not demonstrated any motivation for advancement and appear to be biding time until the expiration of their enlistments.

4. Enlisted women on deck are assigned to general deck and seamanship work. Such duties include cargo handling, boat handling, routine hull maintenance and preservation, watchstanding and seamanship evolutions.

5. Women on deck have worked long hours alongside the male members of the department and proportionately have shown a better than average sense of responsibility. Although only one of the women on deck has been given a position of leadership, several have been assigned independent responsibilities from time to time.

6. Deck Department enlisted women have caused proportionately fewer problems than their male counterparts. Although minor infractions have occurred, none have been significant enough to warrant a mast hearing. Despite fears of favoritism, petty officers have insisted that discipline and respect be maintained at all times and at all levels. The women have appeared to accept this philosophy without difficulty.

7. The generally small physical build of women tends to limit the amount of heavy work they can easily handle. In some cases, this creates an additional burden on the men. However, this liability, if such a description is correct, is not exclusively feminine. Small boned men are counter balanced by large boned women and this situation also exists aboard SANCTUARY.

8. Menstruation cycles and the debilitating effect of periods have become a small but consistant problem affecting the effectiveness and work output of several women. Although this problem does not affect all women in the same degree, it is uniquely feminine and has put a strain on some work relationships and productive planning.

9. Because of the physical attractiveness of women and their generally congenial personalities, many male and female members of the crew have tended to congregate in groups during the working day. Although this has not been a problem unique to the women, it has intensified as more women have been assigned to the deck department. The loss of man hours becomes significant as the number of "groups" increases.

10. Much has been said about a western women's temperment, and much has been said about her proclivity for a man's attention. Both of these characterizations have surfaced onboard SANCTUARY and both have done much to impede the work of fledgling petty officers - personnel who are but novices at organizational techniques and mere trainees in the professionalism of their rating. When women pout or cry or complain about not being able to accomplish an assigned task, they are appealing directly to the male, chauvinist sympathy. In most cases, they are relieved of that responsibility and directed to a more menial task. The burden for accomplishing the former task, however, remains with the males or the petty officer. By acquiescing to the women's desires, he creates an additional burden on himself and destroys the supervisor/worker relationship which he is required to maintain. The women in the deck department go to great lengths to test their supervisors. The further this working relationship is stretched, however, the less equitable it becomes for all concerned. Playing on chauvinistic tendencies is a carefully designed technique. It cannot be allowed in a department where heavy work and long hours are traditional.

Pers-613:LCW:dah
Ser: 420-24
JUN 11 1974

Dear Commodore Collier,

Your interest in the U. S. Navy's reports concerning the assignment of Navy women to the USS SANCTUARY is appreciated. We are pleased to provide you both formal and informal assessments of the project and trust they may be of some value to the Canadian Forces Study Group.

If we may be of further assistance, we shall be pleased to cooperate.

Sincerely yours,

G.T. HULL
Captain, U.S. Navy
Director, Equal Opportunity Division

Commodore A. L. Collier
Canadian Forces Attache (Maritime)
Canadian Defense Liaison Staff
2450 Massachusetts Ave., N. W.
Washington, D. C. 20008

Encls

Prepared by:
LCDR L. C. Wilmot, Pers-613
ARIEX, Room 2801, X41251
7 June 1974:dah

Chapter VIII - Performance of Enlisted Women assigned to Operations

1. Three enlisted women, an OSSA, RMSA and a QMSA are presently assigned to the operations department, all class "A" school graduates; 19 enlisted men, including all the PO's are also assigned to the operations department.

2. The enlisted woman RMSA, assigned to the ship just prior to sailing, has proven an asset to the radio gang ever since her first day onboard. She has adapted to shipboard environment with fantastic ease and after a minimum indoctrination period she assumed full watch responsibilities working 12 hours on and 12 hours off, port and starboard, just like the rest of the male counterparts in the ships severely understaffed communications center. In the short time she has been onboard she has earned the admiration and respect of all her shipmates.

3. The enlisted woman OSSA has only recently joined the operations department after a 90-day tour as a messcook. She too has proven a very energetic individual. Completely on her own initiative while mess cooking she volunteered to stand underway radar/CIC watches. She is now fully integrated into the ships operations department and constantly exhibits a tremendous sense of responsibility and competance.

4. The QMSA, also assigned to the ship just prior to sailing, has proven very emotional and ineffective. She is presently assigned as enlisted women's berthing compartment cleaner. Underway she stands watches as QM of the Watch but she must be constantly supervised.

5. Besides the three enlisted women cited above, the operations department had received three strikers from the original enlisted women input.

6. The initial input to the operations department was scheduled to be four women radiomen...a first class, a second class and two strikers. Of that group only two strikers arrived onboard. One of them, after initial orientation was detailed as a messcook. She experienced many personal problems resulting in extreme depression and unhappiness with shipboard and Navy life. Ultimately she became an unauthorized absentee and a deserter. She ultimately turned herself in to the Philadelphia Naval Shipyard where she was awarded Captain's Mast, fined, reduced in rate and placed on restriction and extra duty. Within one week after the Captain's Mast, she was administratively discharged for medical reasons due to a hearing loss she claims to have suffered while working with the pulverizer used by the Hunters Point Naval Shipyard for destroying classified material.

7. The other female radioman was later joined by a female yeoman striker. The yeoman requested, and was approved to strike for signalman. Both women were prone to periodic states of moodiness and depression as well as happiness. This was attributed mostly to an emotional state...being in love. Each of them became involved with a male crewmember shortly after arrival. One within the department, the other with a male crewmember in another department. Both women announced their engagements and plans for future marriage in February, 1973.

8. The problem with the woman signalman was within the chain of command. She was engaged to a Second Class Petty Officer and questioned the authority of her superior petty officers and officers to him. At one point the situation degenerated to the extent where it became necessary to forbid them from visiting with one another during working hours since no work was being done by either even with extremely close supervision by their respective leading petty officers.

9. In the case of both women, their personal lives entered into their professional duties to a degree much greater than that experienced by the average male sailor. Tears and resentment about menial tasks were not at all uncommon, however not overly prevalent. Additionally, neither one was particularly interested in making the rate. The radioman had to be forced to make seaman by having a quota of assignments levied upon her. The Signalman, who at great effort was set up with a quota for "A" school on a no cost orders basis at her own request, refused to attend because she did not want to be separated from her boyfriend.

10. In their daily work, both women tended to be flighty with a very short retention span. What they were taught and trained in one day was forgotten or disregarded the next day; neither displayed any great leadership potential.

11. On the positive side, they performed routine clerical functions in a better than average manner. Both were extremely pleasant personable girls with some sterling personality traits.

12. In the end, both women were given administrative discharges for the convenience of the government (by reason of pregnancy). Both have since married their shipboard boyfriends.

CHapter IX - Performance of Enlisted Women assigned to Resale

1. There are currently 10 enlisted women assigned to the Resale Department, all are striking for the SH (Ship's Serviceman) rating; 26 enlisted men including all the PO's, are also assigned.

2. Work in the Resale Department includes the operation of the ship's barbershop, laundry, dry cleaning plant, soda fountain, the ship's store, clerical work in the resale office and routine military duties in quarterdeck and security watches in port. Future work will include the complete operation of the Navy Exchange and Commissary facilities onboard.

3. It has been noted that women in general assigned to the Resale Department try harder than do men. Women have shown that they are willing to put forth more effort than their male counterparts. There is a tendency on the womens part to want to demonstrate the fact that they are capable of performing as good or better than the men which they have replaced. It is this desire and attitude which causes the women in the department to be of such great value.

4. In general, the women in the Resale Department are more respectful, courteous and cheerful than their male counterparts. Out of fifteen women who were at one time assigned to the Resale Department, only three have been to Captain's Mast. Each of these women went only once. More than 33% of the non-rated men in this department have been to Captain's Mast during this same period.

5. The non-rated women in the department are better educated and more intelligent than their average male counterparts. For this reason generally they are better suited for clerical work and handling cash than the average man. When the ship is going to operate the commissary and exchange store, handling of resale merchandise will become an integral part of the resale department duties. Many crew members are expected to spend long hours handling cases weighing from 30-50 lbs. Women in the resale department may not have the endurance to share their burden on an equitable basis with their male counterparts. At present this problem has not been manifested. It may, however, diminish the popularity of the rate among the non-rated enlisted women.

Chapter X - Performance of Enlisted Women assigned to Administration

1. The initial assignment of enlisted women to the USS SANCTUARY began with the administrative department as the first enlisted woman to report onboard for duty was a Third Class Personnelman. Since that time the department has grown to include:

1 Woman Officer, 2 YN3's, 4 SN's and a YNC due to report in Jan 1974. The assignment of enlisted women to administration was anticipated as the majority of women detailed to the SANCTUARY were fulfilling similar capacities at their previous commands and by choice returned to a field where familiarity and rate potentiality was greatest.

2. In general the enlisted women's performance within the department has been exemplary, if not in many areas surpassing that of their male counterparts in initiative, zeal and enthusiasm. In comparison they have proven to be more accepting of military authority, bearing, courtesy and responsibility. As with their younger male counterparts they question the reasons for command decisions and judgements which is by no means a predominate female tendency but rather one of the younger sailor generation.

3. Establishing the administrative department prior to and after commissioning was an overwhelming task requiring extended work hours and tedious typing. Women, as well as men, willingly, continuously and equally extended themselves to meet the requirements. Initially, as openings became available in the yeoman field fewer men than women requested transfer to the YN rate. Again this is probably accountable to the fact of prior experience.

4. Women have been equally assigned the collateral duty requirements within the department and indeed in most cases have eagerly accepted responsibilities outside the clerical fields as stimulating, challenging and different. They are assigned as PMS workers, DCPO, telephone talkers and fire party messengers.

5. It is difficult within the administrative/clerical fields to evaluate the pro's and con's of male/female personnel. The women are as eager to advance as are the men. Individuals have provided some administrative difficulties, both male and female. In general, administrative department personnel share equally and equitably in the workload, assisting one another and teaching one another.

Chapter XI - Performance of Enlisted Women assigned to Supply

1. Four enlisted women, two in disbursing and two storekeepers, are presently assigned to the Supply Department: 62 enlisted men, including 29 stewardsmen are also assigned to supply.

2. The two rated women, a DK2 and an SK3, are performing their professional duties in a totally outstanding fashion. The performance of the two women strikers is satisfactory. The military duties include inport (quarterdeck) watch standing and security (roving patrol) watches. One enlisted woman PO has performed shore patrol duties with marked competance. The same PO has applied for the ADCOP program and her application has been most favorably endorsed by this command.

3. In addition to the four enlisted women cited above, enlisted women are frequently assigned to the supply department on a temporary (90 day) duty as mess cooks. At present there are five non-rated enlisted women and 16 non-rated enlisted men serving as mess cooks.

4. Mess cooking duties are, by nature, distasteful and very unpopular among all new non-rated men onboard. Both the men and women complain about them equally. In the case of the enlisted women the strongest complaints center around the heavy weight that at times the mess cooks are required to lift and carry. Male mess cooks, on the other hand, complain about the early reveille and the long working hours on the mess decks. To ease the burden of heavy weights, the command has directed that smaller capacity (25 vs 50 gallon) GI cans be used to carry out wet garbage; special slings were made to handle heavy boxes to and from the ships storerooms through the steep and narrow ladders.

5. Assignment to mess cooking has been seen as demeaning to some enlisted women and most particularly to class "A" school graduates. In general, however, it has been accepted as a temporary hardship that must be endured by all shipmates early in their service for the benefit and welfare of the ships company.

A special performance evaluation report for all women presently assigned is appended to this report as Appendix I.

Chapter XII - Women's Uniforms for Shipboard Duty

1. The working uniform issued to enlisted women is considered impractical for shipboard use. By necessity, enlisted women onboard adopted the enlisted men's working dungaree trousers and chambrey shirts.

2. Previous correspondence with BUPERS on the subject and pertinent recommendations are appended to this report as Appendix II.

Chapter XIII - General Morale and Morals

1. The assignment of women on the SANCTUARY had a great initial impact on all hands. High incidence of news media coverage which invariably accented the negative and was oriented on sex, the novelty and excitement of being first in a pilot program with such far reaching implications, and the consequences of success or failure of the program, all kept the officers and crew very tense.

2. Although novel at first, the feeling of the enlisted women who were assigned to SANCTUARY at the time of commissioning has evolved to three primary levels of expression.

a. It would not be feasible for women to be assigned to combatant ships.

b. It is questionable whether women could be assigned to auxiliary ships.

c. It is acceptable for women to be assigned to Hospital or Dependent Support Ships given certain qualifications, the qualification being that both men and women being assigned to such a ship be carefully screened prior to assignment.

3. The enlisted women onboard give the following reasons for these generalizations.

a. Loss of feminnity with wearing dungarees daily in the ship's routine or at best pant suits in the hospital routine.

b. Working like a man and being treated like a man.

c. Vulgarity and grossness of some male and female shipmates.

d. Unacceptable living conditions, especially the lack of privacy in the crowded berthing compartment.

4. As for the enlisted men population by and large they favor the presence of women onboard. The reasons usually given is that they have someone of the other sex to talk to, affording at least a semblence of normal social relations.

5. The novelty of having women onboard has begun to wear off. Language and mannerisms which initially were constrained, have again become somewhat salty. Personal relationships that once interferred with work have again become primarily "of duty" or "after working hours" relationships. "Special" favors, initially common place, have since faded and both men and women have merged into members of a common disciplined crew.

6. Standards of general military appearance have not been relaxed by the presence of women but have improved considerably. It appears, however, that enlisted women onboard are gaining weight much faster than men. Shipboard work and healthy environment are inducive to good appetites and the ship's galley can do no justice to anyone who has an obesity problem. Although no special weight watchers menu is prepared, the ship always provides the variety of food necessary and leaves it up to the individual to control his/hers balanced intake. The ships fountain also dispenses low-cal-soft drinks.

7. Soon after enlisted women reported onboard, they found themselves courted by the young sailors. The period of inactivity at HPNSY created the opportunity for constant off-ship socializing. Cynics and those critical to the assignment of women onboard lost no opportunity to point out that the Navy is providing three-squares, shelter, a woman, and money to enjoy it. Such branding however, would be unjust to the greatest majority of men and women assigned to SANCTUARY who have constantly exhibited high moral standards; it would also be unfair to those few who through their good fortune of being assigned to the same command found true affection, have gotten married or are engaged to be married.

8. The 12-day at sea period, from 1-12 October 1973, enroute from Alameda, California to Buenaventura, Colombia gave rise to many interesting observations. Fair weather and smooth seas prevailed throughout the transit. Warm subtropical temperatures necessitated shifting to tropical uniforms and T-shirts and many recreational activities were carried out on the weather decks after working hours and during holiday routine. Then all of a sudden, public display of affection that once was very discrete and nonexistent, crept in. This had a demoralizing effect on both men and women and most particularly on the senior petty officers. The situation was becoming serious and was definitely detrimental to the good order and discipline of the ships company. At that time, the command issued a statement of administrative policy to all hands making public and open display of affection a violation and making those who failed to conform liable for NJP for acts or activities contrary to the good order and discipline of the naval service. It appears that this has worked. At present not as much as hand-holding can be seen onboard.

9. The impact of women onboard upon the dependent wives of shipboard personnel has undergone a marked transition. At first, because of the abnormally high public media exposure to hypothetically social problem areas, most of the wives felt threatened. The ship undertook a vigorous program of informative meetings with enlisted wives onboard and held a family cruise prior to departure for Colombia. Gradually wives have realized that their fears were unfounded and they generally dissipated. Two divorce cases have been registered on the ship and both involved young and immature individuals for matters not related to women onboard.

10. One man requested emergency leave to go home and apease his irratated wife who supposedly received a letter from a third person telling her that her husband was going around with a woman onboard.

11. The impact of woman onboard on dependent wives is undergoing its real test with the current deployment and a true analysis must await its conclusion.

12. The morals of those assigned onboard have not been altered though may have been offended. It is true that a woman may be separated from the service if found pregnant. This may be an advantage that a woman can use at will, something that men resent and even most of the women themselves abhor. It is strongly believed that not one of the women from the SANCTUARY that were separated from the service for that reason, used the pregnancy as the opportunity to escape military life.

Chapter XIV - Women in the Watch Quarter and Station Bill

1. Women aboard the SANCTUARY are assigned to watches and other military duties comparable to their rate and on an equal basis and rotation with that of men. Such watches are:

a. Inport

(1) Command Duty Officer (CDO). Such duties are assigned to mature officers qualified as OOD's underway. No woman onboard qualifies for this duty.

(2) Officer of the Deck (OOD). Such duties are stood by officers, Chief Petty Officers and selected First Class Petty Officers. Two Women officers qualify and stand these watches, LTJG KERR (Line) and ENS NELSON (Supply). Both women officers are rated among the best of the inport OOD's.

(3) Petty Officer of the Watch (POOW). This watch is stood by all PO2 and PO3, except corpsmen/women and engineering PO's. All enlisted women PO's in this category are eligible and are assigned to this watch. Their performance of duty is always above average.

(4) Messenger of the Watch (MOW). This watch is stood by non-rated persons other than designated corpsmen/women and engineering strikers. All eligible women are assigned to this watch. They perform their duty with diligence and determination and many an OOD would rather have an enlisted woman assigned to his watch as MOW than a man.

(5) Pier Sentries/Roving Patrols. When required, this watch is stood by non-rated persons as specified above (4). All eligible enlisted women may be assigned to these duties. Sentries are equipped with duty belt and night stick. Women perform this duty equally well with men.

(6) Sounding and Security Watch. This watch is stood by qualified engineering PO's and strikers. No enlisted women are qualified for this watch.

(7) Boat Crews. Assigned as required by the deck department (engineering provides a boat engineer). Enlisted women from the deck department are assigned to duties as bow hooks and are being qualified as boat coxswains. They perform these duties very enthusiastically and with great energy.

(8) Shore Patrol. When required, such duties are assigned to mature PO2 and above, other than corpsmen/women Only one enlisted woman PO2 is eligible and has stood such duties. She has performed these duties with complete competence.

b. Underway.

(1) OOD. These watches are stood by qualified officers. Present legal constraints prevent line women officers from being assigned to this watch. The one woman line officer onboard has completed OOD school and is capable of being qualified for the OOD underway watch.

(2) Junior Officer of the Deck. This watch is stood by officers in training for OOD. One woman line officer, LTJG KERR, is standing this watch. She exhibits complete confidence and is very competent and capable officer.

(3) Quartermaster of the Watch (QMOW). The watch is stodd by rated QM's and QM strikers. One woman QMSA is assigned to this watch. Her performance of duty is average.

(4) Boatswains Mate of the Watch (BMOW). The watch is stood by rated BM's and leading seamen. One rated enlisted woman BM is qualified and stands BMOW watches. Her performance is average.

(5) Helm. This watch is stood by qualified deck department personnel. All deck department non-rated women qualified for the helm during the 1-12 October at sea period. They are extremely reliable and competent.

(6) Lee Helm/Bridge Phone Talker. These watches are stood by deck department non-rated personnel in training as helmsman. All deck enlisted women are qualified and are routinely assigned to these duties.

(7) Look-outs. These watches are stood by all non-rated deck department personnel. All deck enlisted women are routinely assigned to these watches.

(8) Fog Lookouts. When posted, these watches are stood by, Supply and Resale Department PO's. Enlisted women PO's in these departments are routinely assigned to these duties and their performance of these duties is done with extreme diligence and comprehension.

(9) After Steering Watches. These watches are stood by qualified helmsmen and a qualified engineer. Deck enlisted women are routinely assigned to these watches and are performing their duties with marked competence.

(10) CIC/RADAR Watch. This watch is stood by operations department rated OS's, strikers and ET's. One enlisted woman OSSA is assigned to this watch. Her performance is gratifying.

(11). Life Boat Crew. This is a special emergency assignment, on call 24-hours a day when underway. The crew is composed of experienced deck department PO's, a leading seaman, a signalman and a corpsman. A PO2 corpswoman is assigned to the lifeboat crew.

(12) Engineering Watches. No women assigned.

c. Special Evolutions.

(1) General Quarters. All enlisted women, with the exception of corpswomen who are assigned to medical stations, are assigned to duties in repair parties, CIC, Navigation Phone Talkers. Repair party assignments for enlisted women include that of hosemen, dewatering team, shoring teams, de-smoking team, gas safety, corpswomen, messengers and phone talkers. All these duties they perform with marked enthusiasm and competence.

(2) In-port General Emergency Team. All enlisted women are eligible and are assigned to the team in their in-port duty days as needed. Assignments are similar to those specified for the repair parties above (1).

(3)Sea Detail. All enlisted women, with the exception of the corpswomen, are eligible and are assigned to line handling, and as phone talkers. Supply and Resale Department women are assigned as phone talkers, status board keepers and bearing recorders for the piloting/navigation team. Operations department women assist in piloting (bearing takers) and Radar Navigation (Plotters).

(4) UNREP; High Line Transfer: U/W Seamanship Evolutions. All deck department enlisted women are assigned to deck rigs and are being qualified as winch operators. Other enlisted women, except corpswomen, are assigned as phone talkers during these evolutions.

d. In general, the enlisted women's performance on watch is in par and, at times, superior to that of a man with equal experience and time in the Navy. The striking difference is that women perform their assigned tasks with a radiant and inspiring enthusiasm which invites a man to do his best.

Chapter XV - Conclusions and Recommendations.

1. Women are capable and may serve onboard the SANCTUARY, under the present administrative conditions, in perpetuity.

2. Women can perform every shipboard function with equal ease, expertise, and dedication as men do. (No experience available to judge applicability to engineering rates).

3. It is desirable to screen enlisted women prior to assignment to commands afloat.

4. It is recommended that enlisted women be assigned to commands afloat on their second assignment rather than directly from recruit training, so that a better evaluation of their adaptability can be obtained.

5. If assigned to commands afloat, women berthing must be totally segregated from that of men.

6. Habitability and privacy for women is more important for their morale and productivity than it is for men.

7. In future design of womens berthing spaces special consideration must be given to stowage space and also sanitary drain plumbing.

8. The equal but separate doctrine has been accepted by all and must be practiced in all shipboard functions.

9. The policy to separate married people must be upheld.

10. In general, it has been observed that women have fewer personal problems, special requests and demands than the average married male, although they notably suffer minor ailments, enlisted women are not plagued by familial difficulties, problems and obligations. This is of course due to non-dependent status required but it is of noticeable comparison in terms of lost man hours for extra liberty, humanitarian considerations, and familial responsibilities.

11. Commanding Officers of ships with mixed crews must be given the authority to transfer or make eligible for immediate reassignment both officers and enlisted personnel who are proven embarrasing to men/women interfaces (interactions) and relations onboard, and EPDO's must appreciate the position of a Commanding Officer in this situation and respect his judgement.

12. Service force ships, such as Tenders, should be the next type of ship to accept women and could be adapted for women aboard. Women can eventually find their way on other types of ships, combatants as well, as soon as habitability aspects are resolvedand the enlisted women group in the Navy develops a cadre of experienced, sea going, senior rated female sailors. The assignment of women to combatants is within the realm of possibility but definetly not in the immediate future.

DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, D.C. 20350

IN REPLY REFER TO

OP-97C1:dy
Ser 14P97

22 AUG 1972

MEMORANDUM FOR DISTRIBUTION

Subj: Meeting concerning accommodations for enlisted women on board SANCTUARY; report of

Ref: (a) CNO 071115Z AUG 72: Equal Rights and Opportunities for Women in the Navy (Z-116)

Encl: (1) Meeting Agenda
(2) Meeting Attendees

1. Pursuant to reference (a) and previous preliminary discussion with meeting attendees, an OPNAV meeting was held on 11 August 1972 in order to outline problem areas, propose solutions and assign action if and where required. Enclosure (1) was the proposed meeting agenda. Enclosure (2) lists the meeting attendees.

2. Several main areas of concern were outlined, as follows:

a. Determination of living and sanitary space modification criteria

b. Integration of enlisted corps women and enlisted ship's company women

c. Selection of the enlisted women's living and sanitary spaces

3. Determination of living and sanitary space modification criteria:

a. In order to provide a realistic pilot program at reasonable cost within the direction and spirit of reference (a), the modification criteria of "separate but equal accommodations within the limits of practicality" was presented and agreed upon.

b. Various items required to meet the above discussed criteria for the enlisted women's living and sanitary spaces were presented, discussed and agreed upon. These items with associated brief discussion and conclusions are as follows:

(1) Individual "hanging space" lockers - Individual "hanging space" lockers are required for the enlisted women's uniforms. These lockers will be 10-15 inches wide, with a 12 inch width as highly desirable. This same hanging space requirement exists for the new and civilian clothing of the enlisted male crew members; however, lockers for this requirement are at present unfunded.

(2) Washer-dryer equipment - One washer and one dryer are

Enclosure (2)

Subj: [illegible] concerning [illegible] for listed women on board SANCTUARY; report of

required for each 20-25 women on board ship to be located within their assigned living/sanitary space areas.

(3) Women CPO berthing - A special area is to be provided for four women CPO's within the enlisted women's living space, including two, two high tiers of CPO type bunks.

(4) Day sleeping - Curtains or screening arrangement within the living area is required to permit day sleeping for those Corps women assigned eight hour hospital watches.

(5) Electrical outlets - Additional electrical outlets are required throughout the living spaces.

c. The provision of a small lounge area within the living spaces was considered highly desirable although not mandatory since this habitability feature will be minimal, to non-existant, for the enlisted male crew members.

4. Integration of enlisted corps women and enlisted ship's company women:

a. It was considered necessary to integrate the enlisted corps women and the enlisted ship's company women to preclude two separate enlisted women habitability standards, since the enlisted corps women were originally scheduled for nurse type quarters.

b. In order to provide for day sleeping for eight hour hospital watch standers curtains or screening arrangements (outlined in paragraph 3 above) within the living area for this group was considered satisfactory.

5. Selection of the enlisted women's living and sanitary spaces:

a. The second deck berthing compartment (FRS 56-80) and associated sanitary space were agreed upon as the optimum spaces for modification. It was recognized that all or a part of the adjacent (fwd) "unassigned" space may have to be utilized for this living space modification (formerly envisioned as a crew's lounge).

b. Consideration of a portion of the present CPO quarters for modification to enlisted women berthing was reviewed and discarded in favor of the forementioned space due to the relatively small number of accommodations achieveable and reduction of available CPO accommodations required for emergency use.

6. It was agreed that all costs related to this modification should be separate and above the SANCTUARY reconfiguration

Subj: [illegible] concerning accommodations for enlisted women on board SANCTUARY; report of

ceiling of 10.8%, established by CNO message 252147Z February 1972, due to the clear distinction between this compartment modification requirement and the previously established and on-going reconfiguration effort. CHNAVMAT/NAVSHIPS would be tasked by OPNAV message to provide cost and time impact.

R. M. SESLER

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(OP-97C1)
(OP-973E)
(OP-322)
(OP-434P)

Enclosure (2)

11 AUGUST 1972

ASSIGNMENT OF ENLISTED WOMEN TO SANCTUARY

I. Purpose: The purpose of this meeting is to table problems involved with implementing the Z-Gram action, particularly in the area of living and sanitary space modifications, to propose solutions, and to assign action if and where required.

II. Background:

A. The latest Z-Gram (116) of 7 August 1972 states in part that a limited number of officers and enlisted women are being assigned to the ship's company of USS SANCTUARY as a pilot program. Additionally, release of another message is imminent which outlines this personnel action and living space modification criteria and requests cost and time estimates.

B. The current reconfiguration of SANCTUARY already includes accommodations for 15 enlisted corps women in the same general location as the nurse quarters and near the hospital spaces.

III. Discussion Points:

A. The desirability of maintaining "separate but equal" accommodations, within the limits of practicality.

B. The desirability of including space for the enlisted corps women in the same compartment as planned for ship's company enlisted women.

ENCLOSURE (1)

Enclosure(2)

C. Modification criteria to provide "separate but equal" accommodations, for example:

1. Additional "hanging space" lockers
2. Small washer-dryer set/s
3. Lounge area
4. Sanitary space changes
5. Additional privacy
6. Other?

D. Modification criteria to provide for both enlisted corps women and ship's company women in the same living area, for example:

1. Additional berths
2. Separate berthing, dressing, lounge complex
3. Other?

E. Cost and time impact:

1. Funding source/s
2. Ship completion schedule.

Enclosure (2)

11 AUG 1972

NAME	ACTIVITY
CAPT T. E. FORTSON	OPNAV (OP36B)
CDR R. M. SESLER	OPNAV (OP36D)
CDR O. W. WILL	OPNAV (OP361C)
LCDR J. H. GOODWIN	BUPERS (PERS B-217)
CDR A. R. THOMPSON	BUPERS PERS B-210)
CAPT J. W. JOHNSON	BUMED (CODE 49)
CAPT D. CORNELIUS	BUMED (CODE 32-1)
CDR C. W. ROTH	OPNAV (OP434P)
CAPT J. H. FISHER	COMSERVLANT (N4)
CDR P. J. SMITH JR.	COMSERVLANT (N11)
LCDR E. MARSH	PXO SANCTUARY
MR. F. FEENEY	NAVMAT (MAT0413)
CDR R. GARDENIER	NAVSHIPS (SHIPS 427C)
MR. W. R. BRANCH	NAVSHIPS (SHIPS 427C)
LCDR M. STAIGER	NAVSHIPS (SHIPS 044H)
CDR F. H. SHAW	OPNAV (OP-322)

ENCLOSURE (2)

Enclosure (2)

APPENDIX I

AH-17
00:TAR:wgh
1020
Ser: 15
8 FEB 1973

From: Commanding Officer, USS SANCTUARY (AH-17)
To: Chief of Naval Personnel

Subj: Women's Uniforms

Ref: (a) BUPERS ltr Pers-PD-mb of 30 Oct 1972

1. As requested by reference (a), the following information is forwarded pertaining to the status of women's uniforms aboard the USS SANCTUARY. This report is submitted in two major categories, officer and enlisted, with further sub-divisions by uniform item.

a. Enlisted Women.

(1) Working Uniform: Reference (a) suggested that items presently included in the enlisted women's seabag would be sufficient for most requirements. Experience has shown that the working uniform issued to enlisted women is totally impractical for shipboard use. The uniform fabric is not durable, requires an unwarranted degree of upkeep, and is not readily available in abundant supply. The enlisted men's working dungaree trousers and chambrey shirt have been adopted in lieu of the issued womens working uniform. To date the adopted uniform seems quite adequate in availability, laundering and wear, and is the preferred working uniform for the vast majority of the enlisted women aboard.

(2) Service Dress Uniform: Due to the impracticalities of skirts aboard ship, a modified service dress blue uniform has been authorized for watchstanding and inspections. The standard Service Dress Blue blouse, shirt, and tie is worn with the issued working dress (wool) slacks. The effect is that of a serviceable and military pant suit. Availability of these poorly tailored slacks has been a problem which is expected to continue. For tropical or summer climates the enlisted women's seabag does not include a similiar adequate uniform which could be modified since the service dress light blues and the service dress whites are issued only with skirts.

(3) Shoes: At present the standard issue oxford is worn with both uniforms cited in paragraphs (1) and (2). In most situations this is an acceptable item, however, personnel subjected routinely to the weather and heavy work have found the shoes a hazard and not durable. Accessability of women's safety shoes is limited in both sizing and quantity, and to date are not available. The oxford shoes, as with other women's items, are not readily available although they require continuous replacement.

(4) Outer Garments: The [illegible]ed women's raincoat appears to be adequate for wear in moderate cl[illegible]es with the modified service dress blue uniform. It is not consi[illegible]ed adequate in cold weather. Standard foul weather gear is worn with the working uniform.

(5) Covers: A variety of covers have been authorized for wear with the working uniform. These include the issued garrison cap, the men's blue ball cap, or the purchased AH-17 ball cap. Problems arise with the combination hat which is difficult to stow in the limited space available, is extremely perishable due to poor fabrication, is expensive and unavailable for replacement, and in adverse weather impossible to adequately secure so as to avoid loss.

b. Women Officers.

(1) Working Uniform: Due to the total unavailability of an adequate working uniform, a standard uniform has not been adopted among the women officers. The Navy regulations working blue slacks are available from two East Coast firms on a made-to-order basis. Of the women officers present a semblance of uniformity is maintained with black slacks, white shirts, black shoes, and black non-regulation cardigan sweaters. The present climatic conditions are conducive to wearing this apparel. However, a warmer climate will make this semi-uniform impractical. In addition, the dry cleaning requirements for slacks add to its impractability as a uniform for universal wear.

As suggested in reference (a) a thorough research into the possibility and availability for a suitable khaki uniform was conducted with negative results. Civilian department stores do not stock women's khaki uniforms and men's khaki uniforms present an overwhelming and impractical tailoring problem. Tailor made khaki uniforms could possibly be obtained through the Brooklyn uniform shop at considerable time and expense.

To date, a practical, abundant, and easily maintained working uniform has not been discovered.

(2) Service Dress Uniforms: The modified service dress blue uniform cited in paragraph 2.b. has been adopted by the women officers for watchstanding and other Service Dress Blue requirements. As the slacks are not a standard issue item, availability is negligible. As with the working uniform future climatic conditions present an area of serious concern.

(3) Shoes: The issued oxford shoe is acceptable and is presently worn with all uniforms. However, if modified service dress whites are adopted for both enlisted and officer personnel the black oxford will be unsatisfactory. An imperative need for safety shoes does not exist among the officers as they are not presently subjected to extreme weather or hazardous work.

(4) Outer Garments: The "bridgecoat" issued to women officers is acceptable in style but not in fabric as it does not provide substantial warmth. Standard foul weather jackets are being worn with the working uniform and, although over-sized, are acceptable.

(5) Covers: As cited in paragraph 2.c., the officer garrison cap or the "AN-17" ball cap are worn with the working uniform. The combination hat is again unrealistic due to its perishable nature, non-availability, and expense. Additionally, the women's combination hat does not posses the male chin strap which offers some means of securing it under adverse conditions. Adoption of a khaki working uniform would impose an additional problem of appropriate covers.

2. It is proposed that the following uniform items are required either for sea duty or by anticipated climatic conditions when the ship is home-ported in the Mediterranean Sea:

(a) Safety shoes.
(b) Practical covers.
(c) Adequate officer working uniforms for both tropical and winter use.
(d) Tropical service dress uniform for both officers and enlisted.

3. It is proposed that due to the experimental status of uniform items, the lack of available issued items, and the requirement for non-standard articles that a clothing allowance or reimbursement be considered. Further, it is suggested that the present flexibility in regard to uniform modifications for use on board SANCTUARY be continued until acceptable items are provided and available.

T. A. RODGERS