



ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000



OCT 4 2001

FORCE MANAGEMENT
POLICY

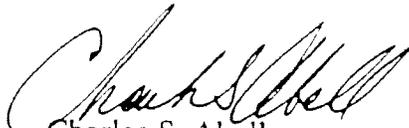
MEMORANDUM FOR SECRETARIES OF THE MILITARY SERVICES
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
DIRECTOR, DEFENSE RESEARCH AND ENGINEERING
ASSISTANT SECRETARIES OF DEFENSE
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, OPERATIONAL TEST AND EVALUATION
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTORS OF THE DEFENSE AGENCIES
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: Secretary of Defense Medal for the Defense of Freedom

I am pleased to announce that the Secretary of Defense has approved a new medal for civilian employees of the Department. The Defense of Freedom medal, created to recognize and honor our employees who were killed or wounded during the terrorist attacks of September 11, 2001, is the civilian equivalent of the Purple Heart medal awarded to our military personnel. The award of this medal acknowledges the fidelity and essential service of the Department's civilian workforce killed or wounded and will be used to recognize future sacrifices of Department employees supporting and maintaining the security of the nation.

Authority is delegated to the Heads of the DoD Components to approve and administer the medal for their respective employees. The attached administrative instructions establish the criteria and outline the conditions of eligibility.

Questions concerning this matter may be directed to Ms. Patricia Miles. She can be contacted at (703) 696-1211.


Charles S. Abell

Attachment:
As stated



"SECRETARY OF DEFENSE
MEDAL FOR THE DEFENSE OF FREEDOM"
for
Civilian Employees of the Department of Defense
Killed or Injured in the Line of Duty

1. Purpose: The "DEFENSE OF FREEDOM" medal is established to acknowledge civilian employees of the Department of Defense (DoD), who are killed or wounded in the line of duty. The medal symbolizes the extraordinary fidelity and essential service of the Department's civilian workforce who are an integral part of DoD and who contribute to the preservation of national security.

2. Description:

MEDAL: The eagle and shield exemplify the principles of freedom and the defense of these freedoms on which our country is founded. The laurel is emblematic of honor and high achievement.

RIBBON: Red, white and blue are our National colors. The red stripes commemorate valor and sacrifice. The wide blue stripe represents strength. The white stripes symbolize liberty as represented in our national flag. The number of red stripes represents the four terrorist attacks using hijacked airplanes and the single blue stripe represents the terrorist attack on the Pentagon on September 11, 2001. This day, more than ever, united this country and brought to the forefront our heroic civilians.

3. Eligibility: The medal shall be awarded to any DoD civilian employee meeting the definition of "employee" under title 5 United States Code, Section 2105, and who is eligible for an award under DoD 1400.25-M, Subchapter 451, "Awards," including employees of non-appropriated fund activities, when killed or wounded by hostile action while serving under any competent authority of the Department under conditions for which a military member would be eligible for receipt of the Purple Heart. Additionally, the Secretary of Defense has discretionary authority to award this medal to non-Defense personnel who are otherwise qualified to be awarded the medal based on their involvement in DoD activities.

4. Criteria: Eligibility criteria for the medal are aligned as closely as practicable to those for the Purple Heart for members of the Armed Forces; this medal differs from other medals in that it is not "recommended." The employee is "entitled" to the medal if the employee is eligible under Section 3 and if the conditions or criteria in this paragraph are present. Hostile action may involve, but is not limited to, the use of conventional or nuclear weapons, chemical or biological agents, explosives, or missiles. The medal shall be awarded to employees who are killed or sustained serious injury due to hostile action

against the United States of America, or killed or wounded while rescuing or attempting to rescue any other employee or individual subjected to injuries sustained under such conditions. The wound for which the award is made must have required treatment by a medical officer, and records of medical treatment for wounds or injuries received in action must have been made a matter of official record.

5. Limitations on Awarding Medals: The medal is authorized for the incident of death or the first wound suffered under the conditions indicated above. The medal itself may be awarded only once; however, for subsequent events that would require the award of the medal, Components are authorized to select and procure an appropriate device (e.g., a star, struck from the same metal, if possible) to be worn with or on the medal. Not more than one Secretary of Defense Medal for the Defense of Freedom or appropriate device will be authorized for more than one wound or injury received in the same hostile incident.

6. Posthumous Awards: The medal may be awarded posthumously and, when so awarded, may be presented to a representative of the deceased employee's family.

7. Responsibilities and Approval. Heads of DoD Components, as defined in Section B of DoDD 1400.25-M, "DoD Civilian Personnel Management System," are delegated authority for approval of the medal and are assigned responsibility for the procurement, issuance, and administrative procedures for award of the Defense of Freedom Medal to civilian employees within their respective Components. Components are to apply appropriate and prudent screening processes, such as those used in granting other medals or awards to non-U.S. citizens, when granting this medal to eligible non-U.S. citizens.

Secretary of Defense Medal for the Defense of Freedom
Consideration of Eligibility
for
Non-Defense Personnel

1. Full name of nominated individual (first, middle initial, last.)
2. Position or job title of the individual.
3. Name of individual's employer and name/phone number of POC.
4. Title of Component office for which the individual works and name/phone number of Component POC or project manager.
5. Date and location of the event, which caused the death or injury.
6. Describe the circumstances of the individual's death or injury, e.g., the event that caused the death or injury and how it occurred.
7. For injuries only – (1) describe the nature of the injury and the treatment protocol (treated and released, number of days hospitalized); (2) identify where treatment occurred (treated at medical facility or by private doctor and provide name of facility/ physician and phone number if available); (3) describe extent of immediate care, (treated with aspirin, x-rays taken, etc.), and (4) describe extent of continued care if considered necessary(outpatient care, physical therapy, etc.)
8. Provide a statement by Component official that individual was on official business for the Component when death or injury occurred. Provide name and title of individual, Component office (spell out), and phone number, attesting to this.

Attachments:

Any internal nomination memoranda and/or official reports that support the nomination, and actual medical documentation.

“SECRETARY OF DEFENSE
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Killed or Injured in the Line of Duty

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3. Eligibility: The medal shall be awarded to any DoD civilian employee meeting the definition of “employee” under title 5 United States Code, Section 2105, and who is eligible for an award under DoD 1400.25-M, Subchapter 451, “Awards,” including employees of non-appropriated fund activities, when killed or wounded by hostile action while serving under any competent authority of the Department under conditions for which a military member would be eligible for receipt of the Purple Heart. Additionally, the Secretary of Defense has discretionary authority to award this medal to non-defense personnel based who are otherwise qualified to be awarded this medal based on their involvement in DoD activities.

4. Criteria: Eligibility criteria for the medal are aligned as closely as practicable to those for the Purple Heart for members of the Armed Forces; this medal differs from other medals in that it is not “recommended.” The employee is “entitled” to the medal if the employee is eligible under Section 3 and if the conditions or criteria in this paragraph are present. Hostile action may involve, but is not limited to, the use of conventional or nuclear weapons, chemical or biological agents, explosives, or missiles. The medal shall be awarded to employees who are killed or sustained serious injury due to hostile action

against the United States of America, or wounded or killed while rescuing or attempting to rescue any other employee or individual subjected to injuries sustained under such conditions. The wound for which the award is made must have required treatment by a medical officer, and records of medical treatment for wounds or injuries received in action must have been made a matter of official record.

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**Secretary of Defense Medal for the Defense of Freedom
Consideration of Eligibility
for
Contractor Personnel**

1. Name of individual (first, middle initial, last.)
2. Position title.
3. Name of contractor company and name/phone number of POC.
4. Title of Component office for which contractor worked and name/phone number of Component POC or project manager.
5. Date and location of the event, which caused the death or injury.
6. Describe the circumstances of the individual's death or injury, e.g., the event that caused the death or injury and how it occurred.
7. For injuries only – (1) describe the nature of the injury and the treatment protocol (treated and released, number of days hospitalized); (2) identify where treatment occurred (treated at medical facility or by private doctor and provide name of facility/ physician and phone number if available); (3) describe extent of immediate care, (treated with aspirin, x-rays taken, etc.), and (4) describe extent of continued care if considered necessary(outpatient care, physical therapy, etc.)
8. Certification - statement by Component official that individual was on official business for the Component when death or injury occurred. Provide name and title of individual, Component office (spell out), and phone number.

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02/22

ADM 101



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000



DEF SEC DEPT
PWS Approves
OCT 4 2001
SAM PL/JMD

PERSONNEL AND
READINESS

ACTION MEMO

SEP 28 2001 11:27

September 28, 2001, 3:00 PM

Deputy
FOR: SECRETARY OF DEFENSE

DepSec Action _____

FROM: David S.C. Chu, Under Secretary of Defense (P&R)

David S. Chu

SUBJECT: Awards for Civilian Contractor Personnel Affected by Terrorist Acts

- The Secretary of Defense Medal for the Defense of Freedom, the civilian equivalent to the Purple Heart, has been established to acknowledge civilian employees of the Department who are killed or wounded while serving in support of the Department.
- Production of this medal is on the "fast-track" and the medals should be in our hands by October 5, 2001. Once we have the initial delivery, we will have the medals engraved with the victim's name. They should be ready for presentation by representatives of the military services not later than October 11, 2001.
- The medal is intended to be presented to civilian employees who were killed or wounded due to hostile action against the United States of America, or killed or wounded while rescuing or attempting to rescue any other employee or individual subjected to injuries sustained under such conditions. The specific criteria are attached at Tab A.
- The criteria for awarding the medals provides discretionary authority for the Secretary of Defense to award the medal to non-Defense personnel killed or wounded based on their involvement in Department of Defense (DoD) activities.
- During the September 11, 2001 terrorist attacks, 10 Defense contractors died and 2 were wounded while working or attending meetings at the Pentagon. There were 11 Defense contractors on the airplanes. We have confirmed that they were engaged in DoD business.

RECOMMENDATION: The ^{Deputy} Secretary of Defense approve the award of the Medal for the Defense of Freedom to contractor personnel who meet the attached criteria:

Approve TD ^{OCT 3 2001} Disapprove _____

COORDINATION: Tab B

Attachments:
As stated

SPL ASSISTANT DI RITA	
SR MA GIAMBASTIANI	
MA BUCCI	
EXECSEC WHITMORE	<i>A=101</i>



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MEDAL FOR THE DEFENSE OF FREEDOM”
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