



# Assessing the Implications of Allowing Transgender Personnel to Serve Openly

*Agnes Gereben Schaefer, Radha Iyengar, Srikanth Kadiyala, Jennifer Kavanagh, Charles C. Engel, Kayla  
M. Williams, Amii M. Kress*

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The U.S. Department of Defense is considering a change in policy to allow transgender military personnel to serve openly. A RAND study examined the health care needs of transgender personnel, the costs of gender transition-related care, and the potential readiness implications of a policy change. The experiences of foreign militaries that permit transgender service members to serve openly also point to some best practices for U.S. policymakers.

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