

Date: JUN 12 2026

From: Under Secretary for Health (10)

Subj: Reiterating Executive Order Compliance Responsibilities (VIEWS 14800586)

To: Veterans Health Administration (VHA) Senior Leaders, Veterans Integrated Service Network (VISN) Directors (10N1-23), and Medical Center Directors

1. This memorandum reaffirms VHA's unwavering commitment to delivering high-quality health care to all Veterans and directs full compliance with applicable executive orders (EO). It reminds personnel of the Congressionally established mechanisms to address the unique needs of certain Veteran populations and prohibits the use of Government resources, except as authorized by law, for class-specific expenditures, training, meetings, promotional activities, or any form of prioritization that diverts from merit-based, mission-focused operations.

2. VHA serves every Veteran without regard to personal characteristics unrelated to medical need. All personnel must ensure consistent, mission-aligned care delivery.

a. VHA provides timely, accessible, high-quality health care to Veterans to fulfill its mission to "honor America's Veterans by providing exceptional healthcare that improves their health and well-being."

b. EO 14151, Ending Radical and Wasteful Government DEI Programs and Preferencing, directs Federal agencies to end wasteful diversity, equity, and inclusion (DEI) spending and calls for the termination of "all discriminatory programs, including illegal DEI and 'diversity, equity, inclusion, and accessibility' (DEIA) mandates, policies, programs, preferences, and activities in the Federal Government, under whatever name they appear."

c. EO 14168, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, calls for Federal Agencies to recognize only two sexes, that is, male and female.

d. To ensure maximum adherence to EOs 14151 and 14168, VHA must eliminate all DEI/DEIA programs, gender-identity based and gender-ideology based initiatives, and any activities, internal or external, that promote gender identity or gender ideology. All employees must align operations and communications accordingly.

3. To continue to adhere to these EOs and law, effective immediately:

a. VHA funds, official time, facilities, or resources may not be used for meetings, training, working groups, promotional materials, events, or any activities promoting gender-ideology or gender-identity. This

Subj: Restoring Biological Truth (VIEWS 14800586)

reminder fully implements the directive in EO 14168 that “Federal funds shall not be used to promote gender ideology” and “[a]gencies shall remove all statements, policies, regulations, forms, communications, or other internal and external messages that promote or otherwise inculcate gender ideology, and shall cease issuing such statements, policies, regulations, forms, communications, or other messages.”

b. LGBTQ+ Veteran Care Coordinators will be redesignated as Care Coordinators, dedicated to facilitating VA health care and benefits for all Veterans, regardless of race, color, creed, religion, sex, or sexual orientation. Updated role descriptions must be completed within 30 days.

c. Facilities must ensure that local policies, SharePoint sites, communications, websites, and training materials comply with EOs 14151 and 14168.

d. Uniform Standards and attire policies must comply with EOs 14151 and 14168, as well as VHA Directive 1850.03, subject to approved accommodations in VHA Directive 1111, Section 3(i).

4. VISN Directors and Office Heads must confirm in writing to VHACOOFrontOffice@va.gov within 14 days of this memorandum's issuance that all non-compliant activities have ceased and that all employees have been advised of this notice and the requirement for compliance.

5. Compliance with these EOs does not affect operations explicitly authorized by Congress, including programs under 38 U.S.C. §§ 317, 318, and 7310. These do not impact our long-standing and congressionally mandated women Veteran and minority Veteran programs.

6. VA must ensure all Veterans are treated based on their clinical needs and without discrimination. This guidance ensures VHA will do just that.



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