

**AMENDMENT TO H.R. 4350, AS REPORTED  
OFFERED BY MS. BROWNLEY OF CALIFORNIA**

At the end of subtitle H of title V, add the following  
new section:

1 **SEC. 5 \_\_\_\_ . REDUCTION OF GENDER-RELATED INEQUITIES**  
2 **IN COSTS OF UNIFORMS TO MEMBERS OF**  
3 **THE ARMED FORCES.**

4 (a) IMPLEMENTATION OF GAO RECOMMENDA-  
5 TIONS.—Not later than September 30, 2022, the Sec-  
6 retary of Defense shall implement the four recommenda-  
7 tions of the Government Accountability Office in the re-  
8 port titled “Military Service Uniforms DOD Could Better  
9 Identify and Address Out-of-Pocket Cost Inequities”  
10 (GAO–21–120).

11 (b) REGULATIONS.—Not later than September 30,  
12 2022, each Secretary concerned (as that term is defined  
13 in section 101 of title 10, United States Code) shall pre-  
14 scribe regulations that ensure the following:

15 (1) The out-of-pocket cost to an officer or en-  
16 listed member of an Armed Force for a uniform (or  
17 part of such uniform) may not exceed such cost to  
18 another officer or enlisted member of that Armed

1 Force for such uniform (or part, or equivalent part,  
2 of such uniform) solely based on gender.

3 (2) If a change to a uniform of an Armed Force  
4 affects only officers or enlisted members of one gen-  
5 der, an officer or enlisted member of such gender in  
6 such Armed Force shall be entitled to an allowance  
7 equal to the out-of-pocket cost to the officer or en-  
8 listed member relating to such change.

9 (c) ONE-TIME ALLOWANCE.—Not later than Sep-  
10 tember 30, 2022, each Secretary concerned may provide  
11 a one-time allowance to each female officer and female en-  
12 listed member under the jurisdiction of the Secretary con-  
13 cerned. The amount of such an allowance shall be—

14 (1) based on gender disparities in out-of-pocket  
15 costs relating to uniforms (including the costs of  
16 changes to uniforms that affected only one gender)  
17 during the 10 years preceding the date of the enact-  
18 ment of this Act; and

19 (2) proportional to the length of service of the  
20 officer or enlisted member in the Armed Forces.

21 (d) APPLICATION.—The allowances described in sub-  
22 sections (b)(2) and (c) may not apply to an individual who  
23 has separated or retired, or been discharged or dismissed,  
24 from the Armed Forces.

