



SECRETARY OF THE AIR FORCE
WASHINGTON

JUL 282025

MEMORANDUM FOR CIVILIANS, AIRMEN, AND GUARDIANS

SUBJECT: The Brandon Act - Commander/Supervisor Facilitated Referral Program

Empowering and enabling our Airmen and Guardians to seek and receive care when needed is an absolute imperative and key to our institutional readiness and operational success. On 5 May 2023, Under Secretary of Defense for Personnel and Readiness Honorable Gilbert Cisneros, Jr. signed the Directive-type Memorandum 23-005 — "Self-Initiated Referral Process for Mental Health Evaluations of Service Members." In accordance with that policy, I directed the Department of the Air Force (DAF) to develop guidance for a commander/supervisor-facilitated referral process for mental health evaluations (MHE) for our Service members when they ask for such support.

Attached are a Fact Sheet, a Frequently Asked Questions Sheet, and Standard Operating Procedures with information on the "Brandon Act - The Commander/Supervisor Facilitated Referral Program" for commanders, supervisors, and Service members. This information can also be found on the Department of the Air Force resilience website (www.resilience.af.mil).

Implementation of the policy will occur in two phases. Phase one establishes policy for all active-duty Service members (which includes Guardsmen/Reservists on orders greater than 30 days). Phase two will implement policy and procedures for Service members on orders 30 days or less.

You will familiarize yourself with your role in this program and ensure that it is implemented. Together we can make certain that our Airmen and Guardians are aware of and have access to the support they need. I appreciate your help in treating all our teammates with respect and caring for the health of all our people including access to mental health care and resources.

A handwritten signature in black ink, appearing to read "Frank Kendall", is positioned above the printed name.

Frank Kendall

Attachments:

1. DAF PM 23-05 Fact Sheet for Brandon Act
2. DAF PM 23-05 FAQ for Brandon Act
3. Brandon Act (Commander or Supervisor Facilitated) MI-I Referral SOP