

# A PEATC

Do You Know....



## Factsheet for Virginia's Parents Entering the Military after High School

### Can I Enter the Military if I have a Disability?

**Civilian, non-uniform member jobs** within the **Department of Defense (DoD)**, are subject to the **Rehabilitation Act of 1973** which bars discrimination in employment (and other matters) by any entity that receives federal funding. **There are many people with disabilities serving in all branches of the military in civilian positions.** For information on civilian jobs see: <https://godefense.cpms.osd.mil/employment.aspx>.

When it comes to serving in the military, the **Armed Forces are not subject to the anti-discrimination requirements of the Americans with Disabilities (ADA). Equal Employment Opportunity Commission and Department of Defense regulations are also exempt** from disability anti-discrimination policies and procedures. Court decisions have determined that the military's statutory (legal) authority to prescribe physical requirements for its members supersedes anti-discrimination laws (i.e., those laws don't apply). There is **no requirement for any branch of the armed services to provide reasonable accommodations** (e.g., extended testing time, reading questions aloud, physical readiness etc.). Military regulations also allow for the rejection of someone for service who has **deficits (gaps) in academic skills** that interfere with school or work **after the age of 12.**

### Potential Disqualifications from Service in the Armed Forces

If you have a medical condition, you must disclose it to your recruiter who will be able to tell you whether or not the condition is a permanent disqualification, or a waiver can be requested. If you do not get an official waiver and your condition is discovered later, you will likely be dishonorably discharged for fraudulent (false) enlistment. There are many medical conditions that can disqualify you from service. For example, ADHD is a disqualifying condition if you have used medication within the last 12 months. Use of alcohol or drugs can also disqualify you depending on the substance used and when it was last used. [www.military.com/join-armed-forces/disqualifiers-medical-conditions.html](http://www.military.com/join-armed-forces/disqualifiers-medical-conditions.html).

Legal issues can disqualify you because moral character standards apply in the military. Some offenses (crimes) automatically disqualify you, but a waiver can be sought in other circumstances. Your credit history may also be a factor. For more information see: [www.military.com/join-armed-forces/disqualifiers-law.html](http://www.military.com/join-armed-forces/disqualifiers-law.html)

### How Do I Get a Waiver of a Military Entrance Requirement?

[www.thebalancecareers.com/waivers-for-joining-the-military-4052899](http://www.thebalancecareers.com/waivers-for-joining-the-military-4052899)

**Waivers** for certain requirements are available but are not easy to obtain. **There must be a strong reason to request a waiver** and it is not guaranteed.

To seek a waiver, **you must work with your recruiter.** Once the request is submitted, someone higher in the chain of command must approve it. **The more serious the waiver, the longer the approval will take.**

**Waivers for serious medical conditions or for criminal activity** are difficult to obtain. Waivers for things like color blindness may be easier to obtain in some branches of service, **but you may not qualify for certain types of jobs.** Medical issues that you have outgrown, like asthma or ADHD may be considered for a waiver.

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Hablamos Español

# Factsheet for Virginia's Parents

## Qualifications for Joining the Armed Forces

The below are related to **enlisted service**. Requirements for entering a military academy or to be an officer vary. Parent consent to enlist is required if you are 17.

**ARMY:** Must be a U.S. citizen or permanent resident between the ages of **17 and 34** with a high school diploma or GED and no more than two dependents. You must pass the *Armed Services Vocational Battery* (ASVAB) test and the *Military Entrance Processing Station* (MEPS) medical exam, and meet physical, mental, and moral standards. [www.goarmy.com/learn/army-requirements-and-qualifications.html](http://www.goarmy.com/learn/army-requirements-and-qualifications.html)

**NAVY:** Must be a U.S. citizen or resident alien between the ages of **17 and 39**, with a high school diploma or GED, and no more than two dependents. You must meet physical, mental, and moral standards, have a qualifying score on the ASVAB test, and pass the *MEPS* medical exam. [www.navy.com/joining-navy-if-you-havent-served](http://www.navy.com/joining-navy-if-you-havent-served)

**AIR FORCE.** Must be a U.S. Citizen or permanent resident between the ages of **17 and 39**, have a high school diploma or GED, and no more than two dependents. You must also pass the *ASVAB* and the *MEPS* medical exam and meet physical, mental, and moral standards. [www.airforce.com/how-to-join/prepare-for-success/meet-requirements](http://www.airforce.com/how-to-join/prepare-for-success/meet-requirements)

**MARINES:** Must be a U.S. citizen or resident alien between the ages of **17 and 29**, have a high school diploma, and pass the *ASVAB* test and the *MEPS* medical exam. **A waiver is needed** for an applicant **who has any dependents under the age of 18**. [www.marines.com/becoming-a-marine/overview.html](http://www.marines.com/becoming-a-marine/overview.html)

**COAST GUARD:** Must be a U.S. citizen or resident alien between the ages of **17-27** with a high school diploma and no more than two dependents. You must pass the *ASVAB* test and the *MEPS* medical exam. You have to be **willing to serve on or around the water**. [www.military.com/join-armed-forces/coast-guard-recruiting-faqs.html](http://www.military.com/join-armed-forces/coast-guard-recruiting-faqs.html)

## The National Guard is Another Potential Option

If you are interested in serving in the military but not in a full-time role, you may be interested in checking out the **Army National Guard** or the **Air Force (Air) National Guard**.

Members of the Guard conduct their military training **part-time**, while going about their normal civilian life (working, going to school, volunteering, etc.).

For information, including **entrance and commitment requirements** for both Guards branches, see <https://militarybenefits.info/national-guard/> or

**Army National Guard**  
[www.nationalguard.com/select-your-state/VA](http://www.nationalguard.com/select-your-state/VA)

**Air National Guard**  
[www.goang.com](http://www.goang.com)

PEATC's mission focuses on building positive futures for Virginia's children by working collaboratively with families, schools and communities to improve opportunities for excellence in education and success in school and community life.

For more information about us, please contact:

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