within its jurisdiction in each applicable basis set forth in section 703(a) of the Civil Rights Act of 1964 (42 U.S.C. 2000e–2(a)), but no action by any board shall be declared invalid on the ground that it failed to conform to such representation quota''.

(6) Section 16(a) (50 U.S.C. 3816(a)) is amended by striking ‘‘men’’ and inserting ‘‘persons’’.

(e) MAINTAINING THE HEALTH OF THE SELECTIVE SERVICE SYSTEM.—Section 10(a) (50 U.S.C. 3809(a)) is amended by adding at the end the following paragraph:

‘‘(5) The Selective Service System shall conduct exercises periodically of all mobilization plans, systems, and processes to evaluate and test the effectiveness of such plans, systems, and processes. Once every 4 years, the exercise shall include the full range of internal and interagency procedures to ensure functionality and interoperability and may take place as part of the Department of Defense mobilization exercise under section 1020a of title 10, United States Code. The Selective Service System shall conduct a public awareness campaign in conjunction with each exercise to communicate the purpose of the exercise to the public.’’

(f) TECHNICAL AND CONFORMING AMENDMENTS.—The Military Selective Service Act is amended—

(1) in section 4 (50 U.S.C. 3803)—

(A) in subsection (a) in the third undesignated paragraph—

(i) by striking ‘‘his acceptability in all respects, including his’’ and inserting ‘‘such person’s acceptability in all respects, including such person’s’’;

(ii) by striking ‘‘vested in the President’’ and inserting ‘‘the President may prescribe’’;

(B) in subsection (b) in paragraph (1) by striking ‘‘the President is authorized’’ and inserting ‘‘the President may prescribe’’;

(C) in paragraph (2), by striking ‘‘his’’ each place it appears and inserting ‘‘such person’s’’;

(D) in subsection (k)(1), by striking ‘‘finding by him’’ and inserting ‘‘finding by the President’’;

(E) in subsection (l), by striking ‘‘the President’’ and inserting ‘‘the President may prescribe’’;

(F) in subsection (m), by striking ‘‘the President considers appropriate’’ and inserting ‘‘appropriate’’;

(G) in subsection (n), by striking ‘‘his consent’’ and inserting ‘‘the President may prescribe’’;

(H) in subsection (o)(3)(D)(i), by striking ‘‘he may prescribe’’ and inserting ‘‘the President may prescribe’’;

(i) by striking ‘‘the President’’ and inserting ‘‘the President may prescribe’’;

(j) by striking ‘‘for his benefit’’ each place it appears and inserting ‘‘for such person’s benefit’’;

(k) in section 5(d) (50 U.S.C. 3805(d)), by striking ‘‘he may prescribe’’ and inserting ‘‘the President may prescribe’’;

(l) in section 6 (50 U.S.C. 3806)—

(A) in subsection (a)(1)—

(1) by striking ‘‘on account of race or color’’ and inserting ‘‘on any basis set forth in section 703(a) of the Civil Rights Act of 1964 (42 U.S.C. 2000e–2(a))’’;

(ii) by striking ‘‘call for men’’ and inserting ‘‘call for persons’’;

(B) in subsection (b), by striking ‘‘men’’ each place it appears and inserting ‘‘persons’’;

(m) Section 6 (50 U.S.C. 3806) is amended—

(A) in subsection (a)(1)—

(i) by striking ‘‘enlisted men’’ and inserting ‘‘enlisted persons’’;

(ii) by striking ‘‘accrue to him’’ and inserting ‘‘accrue to such person’’;

(B) in subsection (b)—

(i) by striking ‘‘other than wives alone, except in cases of extreme hardship’’;

(ii) by striking ‘‘spouses and children’’ and inserting ‘‘spouses and children’’.

(n) Section 10(b)(3) (50 U.S.C. 3810(b)(3)) is amended by striking ‘‘the President is requested to appoint the membership of each local board so that each board has both male and female members and, to the maximum extent practicable, it is proportionately representative of those registrants called into training or service under this Act’’ and inserting ‘‘the President is requested to appoint the membership of each local board so that each board has both male and female members and, to the maximum extent practicable, it is proportionately representative of those registrants who as such person’s regular and customary vocation;’’ and

(o) in paragraph (2)—

(i) by striking ‘‘who as his regular and customary vocation’’ and inserting ‘‘a person who, as such person’s regular and customary vocation,;’’ and

(ii) by striking ‘‘he is a member’’ and inserting ‘‘such person is a member’’.

(p) in section 18(a) (50 U.S.C. 3818(a)), by striking ‘‘he is authorized’’ and inserting ‘‘the President is authorized’’;

(q) in section 21 (50 U.S.C. 3811)—

(A) by striking ‘‘he is sooner’’ and inserting ‘‘sooner’’;

(B) by striking ‘‘he’’ each subsequent place it appears and inserting ‘‘such person’’;

(C) by striking ‘‘his’’ each subsequent place it appears and inserting ‘‘such person’s’’;

(D) by striking ‘‘him’’ each subsequent place it appears and inserting ‘‘such person’’;

(E) by striking ‘‘present himself’’ each subsequent place it appears and inserting ‘‘the President considers appropriate’’;

(F) by striking ‘‘the President’’ and inserting ‘‘the President may prescribe’’;

(g) EFFECTIVE DATE.—The amendments made by this section shall take effect on the date of the enactment of this Act, except that the amendments made by subsection (d) shall take effect 1 year after such date of enactment.

SEC. 513. REPORT ON PROCESSES AND PROCEDURES FOR APPEAL OF DENIAL OF STATUS OR BENEFITS FOR FAILURE TO REGISTER FOR SELECTIVE SERVICE.

Not later than 120 days after the date of the enactment of this Act, the Director of the Selective Service System, in consultation with the Secretary of Defense and the Secretary of Homeland Security, shall submit to the appropriate committees of Congress a report setting forth the results of a review of the processes and procedures employed by agencies across the Federal Government for the appeal by individuals of a denial of status or benefits under Federal law for failure to register for selective service under the Military Selective Service Act (50 U.S.C. 3801 et seq.). In preparing the report, the Director of the Selective Service System shall carry out this section in consultation with the Secretary of
Homeland Security, the Secretary of Education, the Director of the Office of Personnel Management, and the heads of other appropriate Federal agencies.

(2) Information on the number of waivers requested, granted, and denied under the Military Selective Service Act, including the number of waivers for men and women, and the number of waivers granted during the one-year period ending on the date of the enactment of this Act in connection with denial of status or benefits for failure to register for selective service.

(3) An analysis and assessment of the recommendations of the National Commission on Military, National, and Public Service for reforms needed to address problems or concerns identified in the review conducted pursuant to subsection (a), to the extent that the review is not conducted by the Selective Service System, and the committee or other applicable committee of Congress shall incorporate a formal appeals process into the policies and procedures applicable to the implementation of the Integrated Disability Evaluation System of the Department of Defense. The appeals process shall include the following:

(1) The Secretary concerned shall ensure that a member of the Armed Forces may submit a formal appeal made with respect to determinations of fitness for duty to a Physical Evaluation Board of such Secretary.

(2) The appeals process shall include, at the request of such member or the Selective Service System, an independent hearing on a fitting for duty determination to be conducted by the Secretary concerned.

(3) Such member shall have the option to be considered at a hearing conducted by legal counsel.

SEC. 520. EXTENSION OF PAID PARENTAL LEAVE.

(a) In general.—Section 701 of title 10, United States Code, is amended—

(1) in subsection (i)—

(A) by striking paragraph (3), as redesignated by subparagraph (B) of subsection (a) of section 518 of this Act, and inserting the following:

(b) Report Required.—Not later than 180 days after receiving the reports required under subparagraph (a), the Comptroller General shall submit to the Committees on Armed Services of the Senate and the House of Representatives a report comparing the military service assessments with plans and processes for incorporating them into the processes of the Selective Service System in preparation for the induction of personnel into the armed forces under the Military Selective Service Act.

(c) Comptroller General Report.—Not later than 180 days after the date of enactment of this Act, the Comptroller General shall submit to the Committees on Armed Services of the Senate and the House of Representatives a report comparing the military service assessments with plans and processes for incorporating them into the processes of the Selective Service System in preparation for the induction of personnel into the armed forces under the Military Selective Service Act.

PART II—OTHER MATTERS

SEC. 518. MILITARY SERVICE INDEPENDENT RACIAL DISPARITY REVIEW.

(a) Review Required.—Each Secretary of a military department shall conduct an assessment of racial disparity in military justice and discipline processes and military personnel policies, as they pertain to minority populations.

(b) Report Required.—Not later than one year after the date of the enactment of this Act, each Secretary shall submit to the Committees on Armed Services of the Senate and the House of Representatives a report detailing the results of the assessment required by subsection (a), together with recommendations for statutory or regulatory changes as the Secretary concerned determines appropriate.

(2) Military Personnel Policies.—The term ‘military personnel policies’ includes accession rates and policies, retention rates and policies, promotion rates, assignments, professional military education selection and policies, and career opportunity for minority members of the Armed Forces.

(3) Minority Populations.—The term ‘minority populations’ includes Hispanic, Asian/Pacific Islander, American Indian, and Alaska Native populations.

SEC. 519. APPEALS TO PHYSICAL EVALUATION BOARD FOR PERSONNEL DETERMINATIONS OF FITNESS FOR DUTY.

Not later than 90 days after the date of the enactment of this Act, the Secretary of Defense shall incorporate an appeals process into the policies and procedures applicable to the implementation of the Integrated Disability Evaluation System of the Department of Defense. The appeals process shall include the following:

(1) The Secretary concerned shall ensure that a member of the Armed Forces may submit a formal appeal made with respect to determinations of fitness for duty to a Physical Evaluation Board of such Secretary.

(2) The appeals process shall include, at the request of such member or the Selective Service System, an independent hearing on a fitness for duty determination to be conducted by the Secretary concerned.

(3) Such member shall have the option to be considered at a hearing conducted by legal counsel.

(b) Report Required.—Not later than 180 days after receiving the reports required under subparagraph (a), the Comptroller General shall submit to the Committees on Armed Services of the Senate and the House of Representatives a report comparing the military service assessments with plans and processes for incorporating them into the processes of the Selective Service System in preparation for the induction of personnel into the armed forces under the Military Selective Service Act.