

**US Coast Guard briefing to  
DACOWITS  
09 December 2015**

Presented by:

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# Request for Information:

## A1. Assignments

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**DACOWITS continues to be interested in the propensity, recruitment and talent management of women joining the Armed Forces.**

- The Committee requests a briefing from each of the Services on the following:
    - What policy regulates recruit applicants' enlistment in regards to joining the military with dependent children?
    - Does this policy make exceptions based on the gender of the applicant?
      - Example: Male applicants with dependent children may seek a waiver to join the military, whereas female applicants may not seek a waiver. [Exception: Female applicants with dependent children can legally sign over full custody in order to join the military. Servicewomen may not regain custody of their dependent children for the duration of their first enlistment; or risk discharge under the pretext of fraudulent enlistment.]
    - When did the current policy go into effect?
    - What is the methodology behind this current policy?
    - How does this policy impact your Service's ability to attract and recruit highly qualified female applicants?
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# A1. Assignments

U.S. Department of  
Homeland Security  
United States  
Coast Guard 

## Coast Guard Recruiting Manual



COMDTINST M1100.2F



# A1. Assignments

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- What policy regulates recruit applicants' enlistment in regards to joining the military with dependent children?
    - Coast Guard Recruiting Manual, M1100.2 (series)
    - We distinguish ability to reenlist based on type of custody, if married, etc.
    - Note: All dependents (spouse, parents, children) are counted equally
  - Does this policy make exceptions based on the gender of the applicant?
    - No
  - When did the current policy go into effect?
    - November 2015
  - What is the methodology behind this current policy?
    - The ability of the member to support their dependants.
  - How does this policy impact your Service's ability to attract and recruit highly qualified female applicants?
    - We recently change the OCS policy and will review in a year or so.
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# A1. Assignments

IF THE PERSON IS:	THEN THAT PERSON:
A Prior-Service Applicant with Dependents, Previously Separated by Reason of Dependency Hardship or Unavailability for Unrestricted Worldwide Assignment Due to Dependent Issues	<b>MAY APPLY</b> – If the hardship or reason for separation or discharge no longer exists, and he/she meets the applicable dependency requirements.
Without Dependents	<b>MAY APPLY</b>
Unmarried with Sole or Primary Legal Custody of Dependent(s)	<b>MAY NOT APPLY</b> – However, he/she is eligible for the Coast Guard Reserve if he/she provides notarized, satisfactory documentation of a dependent care plan.
Applying for ANY Reserve Program	<b>MAY APPLY</b> – If he/she has no more than seven dependents.
Unmarried without Sole Custody OR Single or Married with Joint Custody (without Primary Legal Custody of Dependents)	<b>MAY APPLY</b> – If the number of dependents does not exceed: <ul style="list-style-type: none"> <li>• Two for E-3 and below.</li> <li>• Three for E-4 and above.</li> </ul>
Married with a Coast Guard Active Duty Spouse and Two other Dependents	<b>MAY APPLY</b> – If enlisting in pay grade E-4 or above.  OR  If spouse is in pay grade E-4 or above.



**QUESTIONS?**



# Points of Contact

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## **Diversity and Inclusion CG-12B**

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