



DACOWITS RFI ASSIGNMENT A1

Policy Regulating Enlistment of Applicants with Dependent Children

- **Navy Recruiting Policy is based on DoDI 1304.26, Qualification Standards for Enlistment, Appointment, and Induction**
 - The Military services may not enlist married individuals with more than two dependents under the age of 18 or unmarried individuals with custody of any dependents under the age of 18; however, the Secretary concerned may grant a waiver for particularly promising entrants.
 - COMNAVCRUITCOMINST 1130.8 series, the Enlisted Recruiting Manual, contains policy regarding Navy enlisted applicants with dependents.

Navy Policy does not make exceptions based on gender



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- **CRITERIA FOR APPLICANTS WITH DEPENDENTS**
 - Married applicants with 2 - 4 dependents require a waiver. 5 or more dependents are ineligible.
 - Unmarried AC and FTS applicants with custody of dependents are ineligible. No waiver authorized.
 - Unmarried applicants with custody of children may become eligible if they surrender physical custody. They must present a court order or a child support order for a determination to be made. 90 days must have elapsed from the date of the custody transfer.
 - Eligible unmarried applicants with 1 – 3 dependents (w/o custody) require a waiver. 4 or more dependents are ineligible.

Unmarried RC applicants with custody of dependents are eligible to enlist in the SELRES (NAT Program)



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- **Effective date of Policy**
 - This policy has been in effect for more than 20 years. Current policy was modified in 2004 to eliminate any reference to applicants gender (or mother or father).

- **Methodology behind this current policy**
 - Navy Recruiting follows the same policy as all services and is in compliance with the DoD policy. This is done to ensure all Sailors are worldwide assignable and ready to deploy on short notice.

- **Impact of this policy on Navy's ability to attract and recruit highly qualified female applicants**
 - No data exists to provide a definitive impact. Recruiting personnel have indicated some female applicants decline enlistment due to the policy regarding single parents and custody. However, a number of them do surrender physical custody and enlist.