



DEPARTMENT OF THE ARMY
ASSISTANT SECRETARY OF THE ARMY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

SAMR (600A)

1 December 2023

MEMORANDUM FOR Chairman, Defense Advisory Committee on Women in the Services (DACOWITS), ATTN: DACOWITS Members, Washington, DC 20310-0111

SUBJECT: Army Written Responses to DACOWITS's Requests for Information
December 2023 RFI 6

1. In accordance with DACOWITS and its three subcommittees: (1) Recruitment and Retention (R&R); (2) Employment and Integration (E&I); and (3) Well-Being and Treatment (WB&T), the following Army written responses and briefings are provided:

a. **RFI 6: Family Planning** The WB&T subcommittee requested a written responses from the Army on the following:

(1) Provide copies of links to all DoD and Service instructions, regulations, and policies that address the subject of fertility services and availability to the military personnel.

Response:

(a) Army Directive 2023-05 (Administrative Absence for Non-covered Reproductive Health Care), 27 February 2023, https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN37644-ARMY_DIR_2023-05-000-WEB-1.pdf

(b) Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum), 19 April 2022, https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN35255-ARMY_DIR_2022-06-000-WEB-1.pdf

(c) Secretary of the Army Memo (Travel and Transportation for Non-covered Reproductive Health Care), 27 February 2023, https://armypubs.army.mil/epubs/DR_pubs/DR_c/NOCASE-POG_214667-000-WEB-1.pdf

(d) ALARACT 043/2023 (Administrative Absence for Non-Covered Reproductive Healthcare), 8 June 2023, https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN38510-ALARACT_0432023-000-WEB-1.pdf

(e) ALARACT 044/2023 (Travel and Transportation for Non-Covered Reproductive Health Care), 8 June 2023,

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https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN38522-ALARACT_0442023-000-WEB-1.pdf

(f) ALARACT 076/2022 (Implementation Procedures for Deployment Deferment Based on Parenthood or Fertility Treatment, Reassignment Stabilization Based on Fertility Treatment, and Compassionate Reassignment Based on Fertility Treatment), 14 November 2022, https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN36905-ALARACT_0762022-000-WEB-1.pdf

(2) What policy accommodations exist to provide for leave, travel reimbursement, or other measures to enable servicewomen to seek civilian fertility care when it is not available to them through the military healthcare system?

Response:

(a) Leave Management (AD 2022-06): Commanders should grant a non-chargeable absence or convalescent leave for Soldiers on a fertility profile and/or the Army spouse of an individual undergoing fertility treatment so that they can attend their fertility treatment appointments and/or recover as needed. There is no travel distance limitation for Soldiers who need to continue treatment away from their home duty station. Requests for absences must be made at least 14 days in advance and may be denied only by the Soldier's general court-martial convening authority or higher commander.

(b) Administrative Absence (AD 2023-05): Eligible Soldiers may request an administrative absence from their normal duty station without being charged leave to access non-covered reproductive health care. Requests must include supporting documentation to certify medical provider validation of the medical condition and location of care. Company-level, or equivalent, commanders may approve an administrative absence for a period of up to 21 days per request for eligible Soldiers to receive or accompany a dependent or dual-military spouse who receives non-covered reproductive health care.

(c) Convalescent leave (AD 2023-05): Commanders may grant a Soldier convalescent leave following receipt of non-covered reproductive health care based on a recommendation of a DoD healthcare provider or a civilian healthcare provider from whom the Soldier is receiving care.

(d) Stabilization (AD 2022-06): Soldiers who have received a justification memo for treatment or a referral to a fertility specialist by a gynecologic surgeon/obstetrician will be stabilized from permanent change of station (PCS) and deployments for up to 365 days from the date of the first appointment while undergoing fertility treatment. Both members of a dual-Army couple will be stabilized when undergoing treatment. A 365-day stabilization will also be provided for Soldiers whose spouses are undergoing fertility

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treatment (including when a spouse is a civilian or a member of another military service). The intent is to create the best environment for treatment success without hindering the Soldier's career.

(e) Reassignments (AD 2022-06): Soldiers who have received a justification memo for treatment or a referral to a fertility specialist by a gynecologic surgeon/obstetrician, and who choose to begin fertility treatment, may be eligible for compassionate reassignment actions to installations where treatment is available. The intent is to balance Soldiers' needs for appropriate utilization of medical resources.

(f) Travel and Transportation (SecArmy Memo): Travel and transportation allowances for Soldiers and spouses receiving care may be authorized when the non-covered ART procedure is documented by the licensed healthcare provider or clinic that will be performing the ART services. The Soldier or dependent will certify, in writing, the location of the closest available, capable medical facility for the non-covered reproductive healthcare service. A Soldier is authorized the standard travel and transportation allowances in the Joint Travel Regulation. An invitational travel authorization (ITA) will be used to reimburse travel and transportation expenses for an authorized dependent and must be issued judiciously to ensure prudent, proper, and ethical use of appropriated funds.

2. The POC for this action is COL Caprissa S. Brown-Slade, Army Chief Diversity Officer, Senior Advisor for Diversity and Inclusion (SADI), ASA (M&RA), via email: caprissa.s.brownslade.mil@army.mil or via phone 202.341.1348.

///Original Signed///
AGNES GEREKEN SCHAEFER