

**US Coast Guard  
Briefing to DACOWITS  
RFI #6  
June 2019**

**Presented by:**

**Chief of Enlisted Assignments, Personnel Service Center**



## **a. Does written policy require women in some job specialties or those deployed to be reassigned to different duties due to pregnancy?**

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Pregnant service members shall not be assigned to duties involving exposure to hazardous work conditions as determined by the cognizant Safety & Environmental Health Officer (SEHO). The commanding officer, with the health care provider, shall determine if any environmental hazards exist which may require reassignment of the service member within the command for the duration of the pregnancy and whether the individual may safely continue in her shipboard, small boat or deployable assigned duties.

During pregnancy and for 6 months after childbirth, the service defers assigning otherwise eligible pregnant women to shipboard or OCONUS assignments.

COMDTINST M1000.9 & COMDTINST M1000.8

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**b. If such policy is in place, who has the authority to reassign the servicewomen?**

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The pregnant service member's commanding officer makes a recommendation to CG Personnel Service Center (PSC) based on the attending medical officer's advice to ensure adequate housing and medical facilities are available. PSC is the authority for permanent reassignment. Commanding officers may make temporary duty reassignments within their command based on the nature of assigned duties.

COMDTINST M1000.8 and COMDTINST M1000.9



### **c. Where and how are women reassigned due to pregnancy (e.g., permanent or temporary)?**

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The service reassigns women who become pregnant while assigned to shipboard duty to duty ashore by the 20th week of pregnancy. During pregnancy, women may remain at their current unit, but may have duty requirements modified – removed from boat crew/flight duty. Assignments within shore units are dependent upon the nature of assigned duties and tour length remaining. Permanent assignment decisions are based on medical needs and nature of assigned duties.

COMDTINST M1000.9

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**d. If such policy exists, is there a waiver process if all pertinent authorities and the servicewoman concur?**

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Requests for a waiver of assignment restrictions due to pregnancy shall be promptly submitted to Commander Personnel Service Center (PSC). The appropriate division for officers, enlisted, or reservists will make the final determination regarding assignment eligibility.

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**e. At what point in the gestational timeline are women reassigned?**

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No service member shall deploy or remain aboard a ship, including small boat duty, beyond her 20th week of pregnancy through 6 months after the date of delivery. Additionally, at 28 weeks pregnancy, work hours/duty assignments are monitored not to exceed 40 hour work weeks of limited duty.

COMDTINST M1000.9



**f. Are these pregnancy-related reassignments tracked by each Service? If so, please provide the statistics from 2014-2018 on how often this has occurred.**

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No tracking is performed to provide accurate statistics on pregnancy-related reassignments.



**g. Are pregnant servicewomen being assigned to only specific locations/commands within your Service?**

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All locations/commands that meet the medical and housing needs of pregnant servicewomen are available for assignment.





## **h. Are new assignments aligned in accordance with their career specialty?**

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Yes, all assignments are made with the goal of ensuring members maintain their specialty through assignments necessary for future advancement or promotion.

COMDTINST M1000.8



**i. Has there been an assessment to examine the career progression of servicewomen who become pregnant while serving?**

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**No Service-sponsored assessment has been conducted.**



## **j. What initiatives are being undertaken to mitigate potential career impacts based on reassignment due to pregnancy?**

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The Coast Guard remains responsive to all service member needs and has implemented improved support for our pregnant service women including the ability to defer TDY orders for up to 12 months from the date of birth. However, a post-partum member may accept TDY or voluntary mobilization orders if cleared by a Coast Guard medical officer along with approval of the first O-6/GS-15 in the chain of command.

The Frank LoBiondo Coast Guard Authorization Act of 2018 authorized maternity convalescent, primary caregiver, and secondary caregiver leave to be taken in non-consecutive increments to allow for greater flexibility to service members to enable maintenance of critical qualifications enhancing mission readiness.

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**Thank you.**

