

Pregnancy and Parenthood Policy

June 2019

Headquarters U.S. Marine Corps
Manpower and Reserve Affairs





DACOWITS RFI

The Committee requests a briefing from the Military Services on the following:

- 1. Does written policy require women in some job specialties or those deployed to be reassigned to different duties due to pregnancy?*
- 2. If such a policy is in place, who has the authority to reassign the servicewomen?*
- 3. Where and how are women reassigned due to pregnancy (e.g., permanent or temporary)?*
- 4. If such policy exists, is there a waiver process if all pertinent authorities and the servicewoman concur?*
- 5. At what point in the gestational timeline are women reassigned?*



DACOWITS RFI

6. *Are the pregnancy-related reassignments tracked by each Service? If so, please provide the statistics from 2014-2018 on how often this has occurred.*
7. *Are pregnant servicewomen being assigned to only specific locations/commands within your Service?*
8. *Are new assignments aligned in accordance with their career specialty?*
9. *Has there been an assessment to examine the career progression of servicewomen who become pregnant while serving?*
10. *What initiatives are being taken to mitigate potential career impacts based on reassignment due to pregnancy?*



Service Policy

- Marine Corps Order 5000.12E (Pregnancy and Parenthood)
 - Pregnant Marines are generally not reassigned due to pregnancy
 - Pregnant Marines cannot be operationally deployed
 - Reassignment is required when medical confirmation of pregnancy occurs during operational deployment or service upon a naval vessel
 - Last updated June 2007; currently under revision



Reassignment Process

- Temporary reassignment may be required when pregnancy
 - Limits a Marine's ability to perform routine MOS or billet tasks
 - Poses a risk to health/safety of the pregnant Marine, the unborn child(ren), or other Marines
- CO determines temporary reassignment
 - In consultation with the Marine's obstetric HCP
 - Based upon results of industrial hygiene survey or occupational HCP evaluation
 - To equivalent billets in commands of the same type
- CO ensures reassignments, when necessary, are aligned with the Marine's grade and experience
 - Pregnant Marines are not assigned only to specific commands or locations



Timeline

- Temporary reassignment may be required upon medical confirmation of pregnancy when a Marine is
 - Operationally deployed
 - Embarked upon a naval vessel
 - Assigned to an unaccompanied overseas tour and civilian/military medical facilities possess inadequate obstetric capabilities
 - Assigned as flight personnel



Authority and Waiver

- CO, in consultation with HCPs, may temporarily reassign pregnant Marines
 - Unable to perform routine MOS or billet tasks
 - Posing a health/safety risk to themselves, the unborn child(ren), or other Marines
- No waiver process for reassignment due to operational deployment or inadequate obstetric capabilities
- Waiver process/exceptions available for pregnant Marines
 - Assigned to or embarked upon naval vessels until the 20th week
 - Assigned as flight personnel until the 28th week



Career Progression

- HQMC possesses no statistics regarding the frequency of temporary reassignments due to pregnancy limitations
- HQMC has not conducted a quantitative assessment of career progression for Marines who become pregnant while serving
- HQMC has not commenced initiatives to mitigate effects of temporary reassignment due to pregnancy
 - HQMC must first systematically identify, analyze, and evaluate career progression data to determine whether specific negative effects exist



Questions