

DACOWITS RFI - RECRUITMENT INITIATIVES TO INCREASE WOMEN'S PROPENSITY TO SERVE

DACOWITS RFI - RECRUITMENT INITIATIVES TO INCREASE WOMEN'S PROPENSITY TO SERVE

Q2: In March 2022, the U.S. Military Entrance Processing Command (USMEPCOM) launched the Military Health System (MHS) GENESIS across the nation. MHS GENESIS highlights potential medical factors for disqualification. MHS GENESIS was developed to increase efficiencies; however, the Committee was informed by recruiters in March 2023, that the adoption of the new platform has impacted the Services contracting production due lengthy processes. The Committee wants to determine whether there are ways to eliminate unnecessary barriers to military service, as well as remove or reduce extended timelines that cause the military to lose out on talent. In addition, the Committee understands the Defense Department is using medical data collected from MHS GENESIS to review whether 38 medical conditions that now disqualify individuals from military service should remain disqualifiers.

a. DHA: Please describe the process and purpose of the review of disqualifying medical conditions and how MHS GENESIS is used in that process.

When MHS GENESIS was rolled out in March 2022, the new access to authoritative medical information for applicants resulted in an increased number of medical records requests for applicants. In an effort to reduce these increased records requests, the Director for OSD Accession Policy directed a review of DEPARTMENT OF DEFENSE INSTRUCTION 6130.03 VOLUME 1 MEDICAL STANDARDS FOR MILITARY SERVICE: APPOINTMENT, ENLISTMENT, OR INDUCTION. Approximately 271 disqualifying medical conditions were identified that are disqualifying if they occur anytime in an applicant's life. These conditions necessitate a medical records request from the USMEPCOM medical provider if they are ever diagnosed in an applicant's history.

OSD Accession Policy directed the USMEPCOM Command Surgeon review these 271 conditions and provide recommendations for each condition as to whether the lifetime disqualification could be limited to a shorter time frame for which the condition would be disqualifying and for which medical records would need to be requested. The purpose of this review was two-fold: 1) reduce records requests for applicants with specific disqualifying medical conditions and 2) allow individuals with these conditions who have not had any symptoms or received any treatment for in the specified timeframe to be qualified for service (rather than disqualified).

The rollout of MHS GENESIS and the increased medical records requests that came from the rollout instigated the development of the review. However, MHS GENESIS was not utilized in the development of the review.

b. DHA: How was the review developed? Were subject matter experts included (internal or external)? Who participated in the design of the review?

The USMEPCOM Command Surgeon considered two factors in reviewing the 271 lifetime disqualifying conditions in determining whether a reduced disqualifying timeframe could be applied. They were:

- Does the specified condition confer a harm or vulnerability that does not decrease over time?
- Does service in the military exacerbate the condition?

A "yes" to either of the two factors eliminated the condition from consideration. Applying these factors, and utilizing his experience as a military physician, the Command Surgeon developed a list of 51 medical

DACOWITS RFI - RECRUITMENT INITIATIVES TO INCREASE WOMEN'S PROPENSITY TO SERVE

conditions for which a reduced timeframe for disqualification was recommended. Those recommendations were limited to 0.5 years, 3 years, 5 years, or 7 years. This list was socialized with the Services by OSD Accession Policy for feedback from their medical departments. Concurrence was received by two of the Services for the list as provided while two of the Services provided feedback on conditions to be removed and timeframes to be adjusted. If two Services recommended a condition be removed, it was removed. If only one Service recommended it be removed, then 2 years were added to its disqualification timeframe (with a cap at a 7-year maximum) and the condition was kept on the list. This Service review process resulted in a final list of 38 conditions for which the lifetime disqualification in DODI 6130.03 was changed to 0.5, 3, 5 or 7 years.

The initiative was titled the Medical Accession Record Pilot (MARP) and briefed to the Accession and Retention Medical Standards Working Group (ARMSWG)* which has responsibility to review both the accession and retention medical standards on a recurring basis. After questions from the ARMSWG were addressed, the MARP was implemented in June 2022 by OSD Accession Policy. This pilot is limited to applicants processing through USMEPCOM only and does not apply to applicants processed through the Department of Defense Medical Examination Board (DoDMERB). On April 7, 2023, in consultation with the Services and their medical representatives, OSD Accession Policy added an additional 11 standards to the MARP.

**The ARMSWG recommends military accession medical standards and develops policy recommendations utilizing evidence-based information provided by analysis and research. The standards are based on the operational needs of the Military Services and are designed to ensure that individuals are physically and psychologically qualified, capable of performing strenuous military duties, often associated with wartime activities.*

The co-chairs of the ARMSWG are the Deputy Assistant Secretary of Defense (Military Personnel Policy) and the Principal Deputy Assistant Secretary of Defense (Health Affairs). The voting members are the two chairs and the Asst. Secretary of the Army (M&RA); Asst. Secretary of the Air Force (M&RA); CG Director Reserve & Military Personnel (CG-13); Asst. Secretary of the Navy (M&RA) and Deputy Chief of Staff (M&RA), USMC. The advisory members are the Surgeon General of the Army; Surgeon General of the Air Force; Chief Medical Officer, U.S. Coast Guard; Joint Staff, Director Manpower & Personnel (JS/J1); Surgeon General of the Navy; Joint Surgeon, National Guard Bureau; Joint Staff Surgeon and Deputy Chiefs of Staff for Personnel (Service 1s).

c. DHA: What objectives, outcomes, and metrics are being examined as part of the review?

The DoD is continuously assessing the effectiveness of the pilot program and will continue to capture accession and attrition data of the applicants who were accessed using the MARP standards. MARP data is obtained from USMIRS (the USMEPCOM processing system). TAB A has additional information. MHS GENESIS is not utilized for this data tracking.

The primary objective and desired outcome is to reduce the time required for the Military Services to complete enlistment contracting actions and enable more applicants to qualify for enlistment without the time-consuming requirement of requesting additional documentation and/or a medical waiver. Key metrics include:

- The number of applicants with an applicable MARP code
- The number of applicants accessed using the MARP

DACOWITS RFI - RECRUITMENT INITIATIVES TO INCREASE WOMEN'S PROPENSITY TO SERVE

- The number of applicants who have shipped
- The number of applicants accessed using the MARP who have separated from Service
- The reasons for separation, i.e., was it MARP related or was the applicant separated for a different reason
- Length of service for separated applicants

d. DHA: Describe the demographic makeup of the sample being reviewed (include breakout by gender).

The pilot review is only applicable to the applicants who have a diagnosis that is listed on the MARP. At this time, there have been 1370 applicants processed through a MEPS who have a diagnosis that is on the MARP: 1191 males and 179 females. Out of the 857 enlistments, 766 were male while 91 were female.

Requested information located in TAB A.

e. Military Services: Identify unique and the most frequent medical conditions leading to disqualification and waivers (specify both) being reviewed for females.

Women-specific health issues make up a small percentage of overall medical disqualifications from service (<5%). Additionally, the women-specific medical conditions which do disqualify from service are mostly unique in that they are disqualifying based solely on recent symptomatology and impact to activities of daily living. When symptoms resolve and activities of daily living are no longer impacted, the disqualification goes away. This separates these conditions from other disqualifying medical conditions which often require long timelines for resolution or are permanent in nature.

The most frequent medical conditions that women are disqualified for are the same conditions men are more likely to be disqualified for. They include eye/vision disorders, musculoskeletal conditions (including the spine, the extremities, and neck), and psychiatric disorders. These conditions also have the largest number of requested and approved waivers.

TAB B provides supporting data.

g. Military Services: Who has authority (e.g., statutory, policy, or regulatory) to determine disqualifying conditions?

Per DoDI 6130.03 Volume 1, the United States Military Entrance Processing Command (USMEPCOM) and the DoD Medical Examination Review Board (DoDMERB) will render medical qualification decisions.

h. Military Services: Who has authority (e.g., statutory, policy, or regulatory) to authorize medical waivers?

Also, per DoDI 6130.03 Volume 1, the individual Services may initiate and request a medical waiver. Each DoD Component's waiver authority for medical conditions will make a determination based on all available information regarding the issue or condition, as well as the specific needs of the Military Service.



MARP Code Usage

Freedom's Front Door

Summary of instances of qualifying medical profile categories by MARP ICD Code as of 05/30/2023			
MARP Code	ICD Code	ICD Description	# Instances
2	F90.1	History of attention deficit hyperactivity disorder	1420
1	R87.81	History of urethral condyloma acuminatum	178
46	Z72.81	History of conduct disorders, oppositional defiance disorders, and other behavior disorders	147
14	M94.9	History of cartilage surgery	47
43	R39.13	History of bladder augmentation, urinary diversion, or urinary tract reconstruction	47
7	Z99.11	History of nocturnal ventilation support, respiratory failure, or any requirement for chronic supplemental oxygen use	29
6	Q40.9	History of deformities, or conditions or anomalies of the upper alimentary tract, mouth, tongue, palate, throat, pharynx, larynx, and nose, that interfered with chewing, swallowing, speech, or breathing	23
3	H44.70	History of intraocular foreign body	17
8	K31.84	History of gastroparesis of greater than 6 week's duration, confirmed by scintigraphy or equivalent test	16
16	M67.80	History of recurrent tendon disorder, including but not limited to tendonitis, tendonopathy, tenosynovitis	14
4	H71.10	History of cholesteatoma	12
12	N32.9	History of interstitial cystitis or painful bladder syndrome	11
5	J38.02	History of vocal cord dysfunction with respiratory symptoms or exercise intolerance	8
21	H40.9	History of glaucoma, ocular hypertension, pre-glaucoma, or glaucoma suspect	7
37	H17.9	History of any incisional corneal surgery including, but not limited to, partial or full thickness corneal	7
33	N39.9	History of abnormal urinary findings in the absence of urinary tract infection: Gross hematuria., Persistent microscopic hematuria (3 or more red blood cells per high-powered field urinalyses, Pyuria (6 or more white blood cells per high-powered field	7
10	N45.3	Current or history of recurrent orchitis or epididymitis	6
39	H27.9	Any history of opacities of the lens, including cataract	6
50	M22.2X9	Patellofemoral disorders, unspecified knee	5
57	N/A	Qualify those using Depo-Provera or birth control patches or implant without requiring a provider note	5
29	K25.1	History of surgery for peptic ulceration or perforated ulcer	5
11	N50.9	History of chronic or recurrent scrotal pain or unspecified symptoms associated with male genital organs	5
15	N00.8	History of acute nephritis	5
51	M22.2X9	Patellofemoral disorders, unspecified knee	4
24	Z46.1	History of using hearing aids	4
40	H55.89	History of restrictive ophthalmopathies	3
34	R80.0	History of proteinuria with a protein-to-creatinine ratio greater than 0.2 in a random urine sample, more than 48 hours after strenuous activity	3
13	M93.20	History of osteochondral defect, formerly known as osteochondritis dissecans	3
18	H44.139	Any history of uveitis or iridocyclitis	3
23	H81.0	Any history of Ménière's Syndrome, recurrent labyrinthitis, or other chronic diseases of the vestibular system	3
42	N31.8	History of neurogenic bladder or other functional disorder of the bladder that requires urinary catheterization with intermittent or indwelling catheter for any period greater than 2 weeks	2
35	G47.421	History of narcolepsy, cataplexy, or other hypersomnia disorders	2
17	B00.52	History of herpes simplex virus keratitis	2
25	Q22.8	History of dysmotility disorders to include but not limited to diffuse esophageal spasm, nutcracker esophagus, and achalasia	2
19	H53.10	History of abnormal visual fields	2
56	F98.1	Encopresis not due to a substance or known physiological condition	2
36	H11.069	History of pterygium recurrence after any prior surgical removal	1
28	K23	History of esophageal disease not specified above; including but not limited to ulceration, varices, or fistula	1
49	R15.9	Full incontinence of feces	1
			2065

- 1370 Applicants
 - 179 Female
 - 1191 Male
- 857 Enlistments
 - 91 Female
 - 766 Male



MARP Breakdown by Service



Freedom's Front Door

MARP Usage By Service - Female

Service	Regular	Guard	Reserve	Total	Exams	%
Air Force	29	7	5	41	9,997	0.41%
Army	34	25	5	64	23,287	0.27%
Coast Guard	6	0	2	8	763	1.05%
Marines	9	0	2	11	4,395	0.25%
Navy	40	0	3	43	10,477	0.41%
TOTAL	118	32	17	167	48,919	0.34%

MARP Usage By Service - Male

Service	Regular	Guard	Reserve	Total	Exams	%
Air Force	197	22	7	226	28,694	0.79%
Army	304	125	29	458	78,113	0.59%
Coast Guard	40	0	3	43	3,710	1.16%
Marines	174	0	30	204	34,259	0.60%
Navy	216	0	10	226	29,079	0.78%
TOTAL	931	147	79	1,157	173,855	0.67%

ARMY

TABLE 1A: DISTRIBUTION OF DISQUALIFICATIONS AND DISQUALIFICATION-SPECIFIC ACCESSION RATES AMONG FY 2016-2020 MEDICALLY DISQUALIFIED FEMALE APPLICANTS: ARMY

Disqualification Category ¹	Disqualified Applicants		% who Accessed
	n	%	
2. Head	13	0.1	61.5
3. Eyes	4,743	23.3	54.9
4. Vision	4,029	19.8	56.1
5. Ears	248	1.2	39.1
6. Hearing	350	1.7	12.3
7. Nose, Sinuses, Mouth, and Larynx	74	0.4	45.9
8. Dental	199	1.0	31.7
9. Neck	27	0.1	66.7
10. Lungs, Chest Wall, Pleura, and Mediastinum	919	4.5	39.8
11. Heart	325	1.6	33.5
12. Abdominal Organs and Gastrointestinal System	388	1.9	43.3
13. Female Genital System	1,517	7.4	32.8
14. Male Genital System	---	---	---
15. Urinary System	550	2.7	44.7
16. Spine and Sacroiliac Joint Conditions	857	4.2	47.3
17. Upper Extremity Conditions	357	1.8	53.5
18. Lower Extremity Conditions	1,317	6.5	50.3
19. Miscellaneous Conditions of the Extremities	1,714	8.4	54.1
20. Vascular System	106	0.5	29.2
21. Skin and Cellular Tissue Conditions	1,489	7.3	44.5
22. Blood and Blood Forming Conditions	155	0.8	23.2
23. Systemic Conditions	1,023	5.0	48.9
24. Endocrine and Metabolic Conditions	277	1.4	24.5
25. Rheumatologic Conditions	135	0.7	41.5
26. Neurologic Conditions	468	2.3	36.5
27. Sleep Disorders	64	0.3	32.8
28. Learning, Psychiatric, and Behavioral Disorders	4,229	20.8	20.8
29. Tumors and Malignancies	64	0.3	46.9
30. Miscellaneous Conditions	567	2.8	40.7
Total Disqualified Applicants	20,378		

¹ Disqualification categories were based on subsections listed in the DoDI 6130.03 V1. Disqualification categories are not mutually exclusive; applicants with multiple disqualifications may be counted in more than one subsection.

ARMY

TABLE 3A: MEDICAL WAIVER APPLICATION AND WAIVER APPROVAL RATES PER DISQUALIFICATION CATEGORY AMONG FY 2016-2020 MEDICALLY DISQUALIFIED FEMALE APPLICANTS: ARMY

Disqualification Category ¹	Applied for Waiver n	% with DQ who sought a Waiver ²	Waiver Approval Rate ³
2. Head	4	30.8	75.0
3. Eyes	2,393	50.5	78.8
4. Vision	2,040	50.6	79.1
5. Ears	103	41.5	61.2
6. Hearing	156	44.6	7.7
7. Nose, Sinuses, Mouth, and Larynx	24	32.4	79.2
8. Dental	67	33.7	58.2
9. Neck	13	48.1	84.6
10. Lungs, Chest Wall, Pleura, and Mediastinum	323	35.1	56.0
11. Heart	130	40.0	47.7
12. Abdominal Organs and Gastrointestinal System	158	40.7	67.1
13. Female Genital System	318	21.0	79.9
14. Male Genital System			
15. Urinary System	246	44.7	72.8
16. Spine and Sacroiliac Joint Conditions	407	47.5	66.6
17. Upper Extremity Conditions	140	39.2	85.7
18. Lower Extremity Conditions	556	42.2	78.1
19. Miscellaneous Conditions of the Extremities	672	39.2	84.2
20. Vascular System	33	31.1	51.5
21. Skin and Cellular Tissue Conditions	591	39.7	76.1
22. Blood and Blood Forming Conditions	49	31.6	30.6
23. Systemic Conditions	417	40.8	81.5
24. Endocrine and Metabolic Conditions	100	36.1	46.0
25. Rheumatologic Conditions	53	39.3	58.5
26. Neurologic Conditions	118	25.2	55.1
27. Sleep Disorders	10	15.6	30.0
28. Learning, Psychiatric, and Behavioral Disorders	1,123	26.6	32.8
29. Tumors and Malignancies	27	42.2	55.6
30. Miscellaneous Conditions	212	37.4	72.2

¹ Disqualification categories were based on subsections listed in the DoDI 6130.03 V1. Categories are not mutually exclusive, applicants with multiple disqualifications under different DQ categories were counted more than once.

² Percentages represent the proportion of applicants who sought a medical waiver out of the total disqualified applicants per DQ category.

³ Approval rates represent the proportion of approved waivers of the total waivers considered per DQ category.

NAVY

TABLE 1B: DISTRIBUTION OF DISQUALIFICATIONS AND DISQUALIFICATION-SPECIFIC ACCESSION RATES AMONG FY 2016-2020 MEDICALLY DISQUALIFIED FEMALE APPLICANTS: NAVY

Disqualification Category ¹	Disqualified Applicants		% who Accessed
	n	%	
2. Head	3	<0.1	33.3
3. Eyes	2,354	24.3	53.6
4. Vision	2,050	21.1	53.7
5. Ears	128	1.3	39.8
6. Hearing	179	1.8	35.8
7. Nose, Sinuses, Mouth, and Larynx	45	0.5	28.9
8. Dental	114	1.2	42.1
9. Neck	10	0.1	30.0
10. Lungs, Chest Wall, Pleura, and Mediastinum	456	4.7	39.5
11. Heart	170	1.8	32.9
12. Abdominal Organs and Gastrointestinal System	163	1.7	43.6
13. Female Genital System	607	6.3	37.1
14. Male Genital System	---	---	---
15. Urinary System	274	2.8	37.6
16. Spine and Sacroiliac Joint Conditions	372	3.8	34.9
17. Upper Extremity Conditions	149	1.5	45.0
18. Lower Extremity Conditions	556	5.7	44.2
19. Miscellaneous Conditions of the Extremities	703	7.2	52.8
20. Vascular System	71	0.7	25.4
21. Skin and Cellular Tissue Conditions	672	6.9	38.2
22. Blood and Blood Forming Conditions	79	0.8	27.8
23. Systemic Conditions	514	5.3	47.1
24. Endocrine and Metabolic Conditions	142	1.5	26.1
25. Rheumatologic Conditions	48	0.5	29.2
26. Neurologic Conditions	222	2.3	37.4
27. Sleep Disorders	29	0.3	31.0
28. Learning, Psychiatric, and Behavioral Disorders	2,247	23.1	33.9
29. Tumors and Malignancies	42	0.4	50.0
30. Miscellaneous Conditions	269	2.8	44.2
Total Disqualified Applicants	9,707		

¹ Disqualification categories were based on subsections listed in the DoDI 6130.03 V1. Disqualification categories are not mutually exclusive; applicants with multiple disqualifications may be counted in more than one subsection.

NAVY

TABLE 3B: MEDICAL WAIVER APPLICATION AND WAIVER APPROVAL RATES PER DISQUALIFICATION CATEGORY AMONG FY 2016-2020 MEDICALLY DISQUALIFIED FEMALE APPLICANTS: NAVY

Disqualification Category ¹	Applied for Waiver n	% with DQ who sought a Waiver ²	Waiver Approval Rate ³
2. Head	1	33.3	.
3. Eyes	1,892	80.4	74.2
4. Vision	1,674	81.7	76.2
5. Ears	71	55.5	53.5
6. Hearing	123	68.7	57.7
7. Nose, Sinuses, Mouth, and Larynx	26	57.8	42.3
8. Dental	59	51.8	62.7
9. Neck	7	70.0	42.9
10. Lungs, Chest Wall, Pleura, and Mediastinum	300	65.8	51.7
11. Heart	122	71.8	43.4
12. Abdominal Organs and Gastrointestinal System	96	58.9	50.0
13. Female Genital System	265	43.7	69.8
14. Male Genital System	---	---	---
15. Urinary System	172	62.8	50.6
16. Spine and Sacroiliac Joint Conditions	267	71.8	45.7
17. Upper Extremity Conditions	78	52.3	62.8
18. Lower Extremity Conditions	355	63.8	57.2
19. Miscellaneous Conditions of the Extremities	399	56.8	67.4
20. Vascular System	40	56.3	40.0
21. Skin and Cellular Tissue Conditions	427	63.5	52.2
22. Blood and Blood Forming Conditions	55	69.6	47.3
23. Systemic Conditions	288	56.0	70.1
24. Endocrine and Metabolic Conditions	94	66.2	38.3
25. Rheumatologic Conditions	36	75.0	27.8
26. Neurologic Conditions	138	62.2	50.7
27. Sleep Disorders	16	55.2	37.5
28. Learning, Psychiatric, and Behavioral Disorders	1,248	55.5	51.7
29. Tumors and Malignancies	25	59.5	60.0
30. Miscellaneous Conditions	141	52.4	60.3

¹ Disqualification categories were based on subsections listed in the DoDI 6130.03 V1. Categories are not mutually exclusive, applicants with multiple disqualifications across different DQ categories were counted more than once.

² Percentages represent the proportion of applicants who sought a medical waiver out of the total disqualified applicants per DQ category.

³ Approval rates represent the proportion of approved waivers of the total waivers considered per DQ category.

MARINE CORPS

TABLE 1C: DISTRIBUTION OF DISQUALIFICATIONS AND DISQUALIFICATION-SPECIFIC ACCESSION RATES AMONG FY 2016-2020 MEDICALLY DISQUALIFIED FEMALE APPLICANTS: MARINE CORPS

Disqualification Category ¹	Disqualified Applicants		% who Accessed
	n	%	
2. Head	4	0.1	100.0
3. Eyes	817	20.2	41.0
4. Vision	711	17.6	41.9
5. Ears	43	1.1	30.2
6. Hearing	56	1.4	7.1
7. Nose, Sinuses, Mouth, and Larynx	18	0.4	38.9
8. Dental	20	0.5	30.0
9. Neck	4	0.1	75.0
10. Lungs, Chest Wall, Pleura, and Mediastinum	198	4.9	44.9
11. Heart	66	1.6	31.8
12. Abdominal Organs and Gastrointestinal System	59	1.5	39.0
13. Female Genital System	222	5.5	31.1
14. Male Genital System	---	---	---
15. Urinary System	106	2.6	44.3
16. Spine and Sacroiliac Joint Conditions	141	3.5	39.0
17. Upper Extremity Conditions	42	1.0	28.6
18. Lower Extremity Conditions	222	5.5	39.6
19. Miscellaneous Conditions of the Extremities	230	5.7	44.8
20. Vascular System	16	0.4	12.5
21. Skin and Cellular Tissue Conditions	252	6.2	38.1
22. Blood and Blood Forming Conditions	26	0.6	30.8
23. Systemic Conditions	158	3.9	39.9
24. Endocrine and Metabolic Conditions	29	0.7	37.9
25. Rheumatologic Conditions	22	0.5	13.6
26. Neurologic Conditions	90	2.2	36.7
27. Sleep Disorders	11	0.3	36.4
28. Learning, Psychiatric, and Behavioral Disorders	1,286	31.8	35.8
29. Tumors and Malignancies	10	0.2	30.0
30. Miscellaneous Conditions	100	2.5	38.0
Total Disqualified Applicants	4,049		

¹ Disqualification categories were based on subsections listed in the DoDI 6130.03 V1. Disqualification categories are not mutually exclusive; applicants with multiple disqualifications may be counted in more than one subsection.

MARINE CORPS

TABLE 3C: MEDICAL WAIVER APPLICATION AND WAIVER APPROVAL RATES PER DISQUALIFICATION CATEGORY AMONG FY 2016-2020 MEDICALLY DISQUALIFIED FEMALE APPLICANTS: MARINE CORPS

Disqualification Category ¹	Applied for Waiver n	% with DQ who sought a Waiver ²	Waiver Approval Rate ³
2. Head	4	100.0	75.0
3. Eyes	605	74.1	75.2
4. Vision	539	75.8	75.5
5. Ears	25	58.1	68.0
6. Hearing	27	48.2	11.1
7. Nose, Sinuses, Mouth, and Larynx	10	55.6	90.0
8. Dental	9	45.0	44.4
9. Neck	3	75.0	66.7
10. Lungs, Chest Wall, Pleura, and Mediastinum	136	68.7	75.0
11. Heart	40	60.6	67.5
12. Abdominal Organs and Gastrointestinal System	41	69.5	75.6
13. Female Genital System	106	47.7	82.1
14. Male Genital System	---	---	---
15. Urinary System	73	68.9	78.1
16. Spine and Sacroiliac Joint Conditions	106	75.2	63.2
17. Upper Extremity Conditions	27	64.3	59.3
18. Lower Extremity Conditions	158	71.2	73.4
19. Miscellaneous Conditions of the Extremities	160	69.6	79.4
20. Vascular System	8	50.0	50.0
21. Skin and Cellular Tissue Conditions	153	60.7	74.5
22. Blood and Blood Forming Conditions	13	50.0	69.2
23. Systemic Conditions	105	66.5	80.0
24. Endocrine and Metabolic Conditions	17	58.6	70.6
25. Rheumatologic Conditions	12	54.5	33.3
26. Neurologic Conditions	59	65.6	66.1
27. Sleep Disorders	4	36.4	100.0
28. Learning, Psychiatric, and Behavioral Disorders	806	62.7	74.9
29. Tumors and Malignancies	6	60.0	66.7
30. Miscellaneous Conditions	57	57.0	68.4

¹ Disqualification categories were based on subsections listed in the DoDI 6130.03 V1. Categories are not mutually exclusive, applicants with multiple disqualifications across different DQ categories were counted more than once.

² Percentages represent the proportion of applicants who sought a medical waiver out of the total disqualified applicants per DQ category.

³ Approval rates represent the proportion of approved waivers of the total waivers considered per DQ category.

AIR FORCE

TABLE 1D: DISTRIBUTION OF DISQUALIFICATIONS AND DISQUALIFICATION-SPECIFIC ACCESSION RATES AMONG FY 2016-2020 MEDICALLY DISQUALIFIED FEMALE APPLICANTS: AIR FORCE

Disqualification Category ¹	Disqualified Applicants		% who Accessed
	n	%	
2. Head	12	0.1	33.3
3. Eyes	1,992	20.6	47.3
4. Vision	1,585	16.4	48.1
5. Ears	173	1.8	32.4
6. Hearing	130	1.3	23.1
7. Nose, Sinuses, Mouth, and Larynx	68	0.7	30.9
8. Dental	86	0.9	25.6
9. Neck	11	0.1	54.5
10. Lungs, Chest Wall, Pleura, and Mediastinum	727	7.5	30.7
11. Heart	187	1.9	31.6
12. Abdominal Organs and Gastrointestinal System	242	2.5	38.4
13. Female Genital System	671	6.9	29.5
14. Male Genital System	---	---	---
15. Urinary System	404	4.2	38.6
16. Spine and Sacroiliac Joint Conditions	480	5.0	26.7
17. Upper Extremity Conditions	165	1.7	48.5
18. Lower Extremity Conditions	612	6.3	40.0
19. Miscellaneous Conditions of the Extremities	995	10.3	46.9
20. Vascular System	76	0.8	25.0
21. Skin and Cellular Tissue Conditions	781	8.1	25.4
22. Blood and Blood Forming Conditions	131	1.4	31.3
23. Systemic Conditions	593	6.1	34.1
24. Endocrine and Metabolic Conditions	188	1.9	22.9
25. Rheumatologic Conditions	70	0.7	22.9
26. Neurologic Conditions	333	3.4	33.9
27. Sleep Disorders	36	0.4	13.9
28. Learning, Psychiatric, and Behavioral Disorders	1,787	18.5	28.7
29. Tumors and Malignancies	44	0.5	38.6
30. Miscellaneous Conditions	301	3.1	45.8
Total Disqualified Applicants	9,674		

¹ Disqualification categories were based on subsections listed in the DoDI 6130.03 V1. Disqualification categories are not mutually exclusive; applicants with multiple disqualifications may be counted in more than one subsection.

AIR FORCE

TABLE 3D: MEDICAL WAIVER APPLICATION AND WAIVER APPROVAL RATES PER DISQUALIFICATION CATEGORY AMONG FY 2016-2020 MEDICALLY DISQUALIFIED FEMALE APPLICANTS: AIR FORCE

Disqualification Category ¹	Applied for Waiver n	% with DQ who sought a Waiver ²	Waiver Approval Rate ³
2. Head	7	58.3	71.4
3. Eyes	1,199	60.2	68.6
4. Vision	965	60.9	70.3
5. Ears	87	50.3	55.2
6. Hearing	68	52.3	27.9
7. Nose, Sinuses, Mouth, and Larynx	34	50.0	52.9
8. Dental	32	37.2	37.5
9. Neck	7	63.6	57.1
10. Lungs, Chest Wall, Pleura, and Mediastinum	347	47.7	39.2
11. Heart	105	56.1	48.6
12. Abdominal Organs and Gastrointestinal System	116	47.9	57.8
13. Female Genital System	271	40.4	55.7
14. Male Genital System	---	---	---
15. Urinary System	223	55.2	56.1
16. Spine and Sacroiliac Joint Conditions	267	55.6	35.2
17. Upper Extremity Conditions	86	52.1	74.4
18. Lower Extremity Conditions	326	53.3	58.9
19. Miscellaneous Conditions of the Extremities	521	52.4	72.7
20. Vascular System	40	52.6	45.0
21. Skin and Cellular Tissue Conditions	398	51.0	32.4
22. Blood and Blood Forming Conditions	76	58.0	39.5
23. Systemic Conditions	277	46.7	56.7
24. Endocrine and Metabolic Conditions	84	44.7	32.1
25. Rheumatologic Conditions	33	47.1	27.3
26. Neurologic Conditions	142	42.6	48.6
27. Sleep Disorders	15	41.7	13.3
28. Learning, Psychiatric, and Behavioral Disorders	919	51.4	49.4
29. Tumors and Malignancies	24	54.5	62.5
30. Miscellaneous Conditions	146	48.5	74.0

¹ Disqualification categories were based on subsections listed in the DoDI 6130.03 V1. Categories are not mutually exclusive, applicants with multiple disqualifications across different DQ categories were counted more than once.

² Percentages represent the proportion of applicants who sought a medical waiver out of the total disqualified applicants per DQ category.

³ Approval rates represent the proportion of approved waivers of the total waivers considered per DQ category