



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

OFFICE OF THE SECRETARY

10 May 2023

MEMORANDUM FOR DACOWITS

FROM: HQ USAF
1720 Air Force Pentagon
Washington DC 20330-1720

SUBJECT: USAF DACOWITS RFI Response RFI #8

QUESTION #8

Performance evaluations are the key documents in promotion packets. Language, report coding, and/or information about a lengthy absence from primary duties in promotion record files could result in intentional or unintentional bias toward servicewomen who are pregnant, have been exempted from weight standard testing, have taken their full convalescent leave (CONLV) and parental leave entitlement, and/or were afforded year-long operational deferments from deployments, Temporary Duty (TDY) by reason of giving birth. The Committee is interested in learning how the Services will address these challenges to ensure servicewomen compete on a level playing field with other candidates being considered for promotion, that they are not disadvantaged in their careers by their choice to have a family, and to ensure their promotion record files do not contain language, codes, or other irrelevant family, pregnancy and weight information.

a. How will the Services prevent and ensure there will be no negative impacts on servicewomen's career progression and promotions arising from just the fact of: (i) noncompliance with/exemption from weight standards due to a birth event, (ii) lengthy leave absences resulting from CONLV and parental leave, and (iii) lengthy operational deferment periods?

DAF policies prohibit inclusion of medical information or comment on evaluations and Promotion Recommendation Form (PRF)

Expansion of parental leave policies for Airmen including adoption and foster care normalize absences related to birth events

Airman Leadership Quality (ALQ) evaluations offer improved capability to assess and document meaningful performance during rating period

Unsatisfactory Body Composition Assessment (BCA) and Physical Fitness Assessment (PFA) is not mandatory for inclusion in evaluations

Raters empowered to consider BCA or PFA failures relating to performance

b. Provide the specific guidance and copies/links to each applicable directive.

Reference: DAFI 36-2406, Officer and Enlisted Evaluations Systems

https://static.e-publishing.af.mil/production/1/af_a1/publication/dafi36-2406/dafi36-2406.pdf

Reference: DAFMAN 36-2905, Physical Fitness Program

<https://www.afpc.af.mil/Portals/70/documents/FITNESS/dafman36-2905.pdf?ver=Jd3Ns7RUvFiq-xpwrkIGMw%3D%3D>

Reference DAFI 36-3003, Military Leave Program

https://static.e-publishing.af.mil/production/1/af_a1/publication/dafi36-3003/dafi36-3003.pdf

Reference DAFI 36-2110, Total Force Assignments

https://static.e-publishing.af.mil/production/1/af_a1/publication/dafi36-2110/dafi36-2110.pdf

c. How will promotion record files be managed to ensure inappropriate information related to birth events, weight, and associated duty absences is not included or visible to promotion board members? Alternatively, if such information can be discerned, how will that concern be mitigated so as not to adversely affect servicewomen?

Officers Promotions:

Documents provided to promotion boards (e.g. Duty Qualification History Brief, Officer Selection Record) do NOT contain information that can identify an Airman and birth event, BCA or PFA failures not documented in performance evaluation, or any operational deferments related to parental/convalescent leave policies

Consideration of, or comment on, any birth event-related factor is PROHIBITED in PRFs and evaluations furnished to the selection board

PRFs reviewed at all levels up to Management Level for policy compliance

Enlisted Promotions:

Documents provided to promotion authority and promotion board do NOT contain any information that can identify an Airman and a birth event, BCA or PFA failure not recorded in performance evaluation, or any operational deferments related to parental/convalescent leave policies

Promotion-related Qualifications / Milestones

Several qualifications / milestones mandatory for promotion that may be impacted by a birth event (e.g. Professional Military Education (PME), AF Specialty Code award)

DAFI 36-2502 authorizes waivers for Airmen who cannot complete required education & training milestones for circumstances beyond their control including “medical”

Airmen who cannot meet educational requirements due to pregnancy, post-partum travel restrictions, or operational absences are NOT disadvantaged from promotion

d. Describe any other pending changes to current regulations that have been developed, or are being considered to account for:

i. Servicewomen’s noncompliance with weight standards;

ii. Lengthy CONLV and parental leave

iii. Operational deferment absences during the one-year postpartum period.

Physical Fitness Assessments (PFA):

Airmen prohibited from completing PFA while pregnant

Post-pregnancy PFA due on the 13th month after delivery (pregnancy ~20 weeks +)

Regulation prohibit to comment on and reason(s) for PFA exemption

Body Composition Assessments (BCA)

April 2023 - USAF implemented new BCA program

Airmen prohibited from completing BCA while pregnant

Post-pregnancy BCA due no earlier than 14th month after delivery

USAF instituted 1-year implementation period to collect data and analysis

Parental Leave:

Effective December 2022, DAF implemented new leave policy for parents

Birth-parents authorized 12 weeks of Parental Leave following medical provider-recommended period of convalescent leave (typically 6 weeks)

Non-birth, adoptive, and foster parents authorized 12 weeks of Parental Leave

Normalization of long absences with birth events no longer unique to servicewomen

Pregnancy Code Masking:

Effective November 2022, operational deferments for pregnancy and post-partum categorized as “medical” and cannot be traced in system to a birth event

Operational Deferment from Deployment / Temporary Duty (TDY):

DAF policy has allowed for operational deferments from deployments and TDY for many years without observable negative career impact

No official record for operational deferments or reasons

Reduced deployment taskings across DAF masks any observable differences in deployment frequency