

**SUBJ:** DACOWITS RFI #7 - June QBM  
**FROM:** CG-133  
**TO:** DACOWITS  
**THRU:** Office of Diversity & Inclusion (CG-1D1)

**PREGNANCY IN THE MILITARY**

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In October 2022, Secretary Austin published a memorandum entitled, “Ensuring Access to Reproductive Health Care,” which directed that policy be developed to allow for administrative absences for non-covered reproductive health care, to establish travel and transportation allowances to facilitate official travel to access non-covered reproductive health care, and to extend command notifications of pregnancy to 20-weeks unless specific circumstances require earlier reporting. The Committee would like to understand how these policies are being implemented.

The Committee requests a written response from the Army, Navy, Marine Corps, Department of the Air Force, and Coast Guard, regarding implementation of the SecDef memorandum. Please provide the following:

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**DACOWITS:**

- a. What guidance and directives have been published to implement the SecDef’s directives? Are those policies now in effect? If not, when?
- b. Provide copies or links to all relevant publications.
- c. Who/what position is the approval authority for granting non-covered administrative leave requests?
- d. What is the process or appeal mechanism for non-covered administrative leave requests which are disapproved? May the servicewoman appeal the disapproval? Is it a mandatory or discretionary appeal? Who/what position is the appeal authority and is there a minimum grade requirement?
- e. What are the published criteria and guidance defining whether and when a commander may disapprove a non-covered administrative leave request, and how does a commander document those reasons? Is a narrative reason required or just a “check the box” tick mark?
- f. How have servicewomen been made aware of the new policies regarding non-covered administrative leave requests, travel and transportation allowances, and delayed pregnancy notification policy provisions?

**CG Response:**

a. What guidance and directives have been published to implement the SecDef's directives? Are those policies now in effect? If not, when?

- ALCOAST 087/23 updates CG policies in COMDTINST 1000.9 and COMDTINST M1000.8 (series) and announces updates to the Joint Travel Regulations (JTR).

b. Provide copies or links to all relevant publications.

- ALCOAST attached.

c. Who/what position is the approval authority for granting non-covered administrative leave requests? (CG-133)

- Commanding Officer/Officer in Charge

d. What is the process or appeal mechanism for non-covered administrative leave requests which are disapproved? May the servicewoman appeal the disapproval? Is it a mandatory or discretionary appeal? Who/what position is the appeal authority and is there a minimum grade requirement?

- Currently there is no formally documented appeal mechanism for non-covered administrative leave requests which are disapproved. However, the normal appeal process for denied requests includes a written appeal to one level above the Command position/level who took the final action on the request.

e. What are the published criteria and guidance defining whether and when a commander may disapprove a non-covered administrative leave request, and how does a commander document those reasons? Is a narrative reason required or just a "check the box" tick mark?

- Currently there is no published criteria and guidance defining whether and when a commander may disapprove a leave request. ALCOAST and COMDTINSTs encourage CO/OICs to ensure administrative absence requests be given all due consideration and should be granted to the greatest extent practicable. CO/OICs may not levy additional requirements on the member (including, but not limited to, consultation with a chaplain, medical testing, or other forms of counseling) prior to approving or denying the absence.

f. How have servicewomen been made aware of the new policies regarding non-covered administrative leave requests, travel and transportation allowances, and delayed pregnancy notification policy provisions?

- ALCOAST messages and MyCG NewsArticles disseminated for member awareness