

Defense Advisory Committee on Women in the Services (DACOWITS)

June 2023

Requests for Information # 2

**Opportunity, Diversity, and Inclusion (MPE)
Branch, MP Division
Manpower and Reserve Affairs
Headquarters U.S. Marine Corps**





RFI # 2 RECRUITMENT INITIATIVES TO INCREASE WOMEN'S PROPENSITY TO SERVE

RFI #2e. Military Services: Identify unique and the most frequent medical conditions leading to disqualification and waivers (specify both) being reviewed for females.

Response: The most frequent medical conditions leading to disqualification and waivers for female Marine applicants are a history of self-harm, astigmatism, anxiety disorder, depressive disorder, asthma, a disorder of refraction, and ADHD. These conditions have been recommended for waivers in both FY22 and FY23. All Marine Corps medical waivers are reviewed by the Navy Bureau of Medicine and Surgery (BUMED). The data on the next slide was provided by BUMED in May 2023.



RFI # 2 RECRUITMENT INITIATIVES TO INCREASE WOMEN'S PROPENSITY TO SERVE

FY22 Female Marine applicants (enlisted and officer) top conditions (all systems)	
Waivers Recommended (Granted):	Waivers Not Recommended (Denied):
History of self-harm (162)	History of self-harm (80)
Astigmatism (109)	Anxiety disorder
Anxiety disorder (48)	Depressive disorder (34)
Depressive disorder (47)	Disorder of refraction (16)
Asthma (44)	ADHD (15)
Disorder of refraction	Suicidality (15)
ADHD (25)	Asthma (12)
As previously mentioned, for female specific organ systems (female genitalia)	
Abnormal uterine bleeding (26)	Endometriosis (1)
Abnormal pap smear (9)	There were 4 other individuals waiver denied who had a GYN-related DQ, but the reason for the waiver denial was unrelated to the GYN condition.
Oligomenorrhea (6)	
Dysmenorrhea (5)	

FY23 Female Marine applicants (enlisted and officer) top conditions (all systems)	
Waivers Recommended (Granted):	Waivers Not Recommended (Denied):
History of self-harm	Depressive disorder (72)
Astigmatism (63)	Anxiety disorder (68)
Anxiety disorder (54)	History of self-harm (46)
Depressive disorder (50)	Asthma (29)
Asthma (44)	ADHD (28)
Disorder of refraction (25)	Suicidality (21)
ADHD (25)	Astigmatism (9)
Low vision, one eye (17)	
As previously mentioned, for female specific organ systems (female genitalia)	
Abnormal uterine bleeding (12)	Endometriosis (1)
Abnormal pap smear (7)	Polycystic ovarian syndrome with metabolic complications (1)
Oligomenorrhea (2)	Abnormal uterine bleeding (1)
Dysmenorrhea (2)	There were 12 other individual waivers denied who had a GYN-related DQ, but the reason for the waiver denial was unrelated to the GYN condition.



RFI# 2 RECRUITMENT INITIATIVES TO INCREASE WOMEN'S PROPENSITY TO SERVE

RFI #2h. Military Services: Who has authority (e.g., statutory, policy, or regulatory) to authorize medical waivers?

Response: Per DoD regulation DoDI 6130.03, Volume 1 (Medical Standards for Military Service: Appointment, Enlistment, or Induction), the Secretaries of the Military Departments and the Commandant, United States Coast Guard authorize the medical waiver of the standards [in DoDI 6130.03, Vol 1] in individual cases for applicable reasons and ensure uniform waiver determinations. Further, the DoD Components 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. The Marine Corps waiver authority is a Department of the Navy Bureau of Medicine doctor.

INFORMATION PAPER

Subj: DACOWITS JUNE 2023 RFIs #2e and 2h

1. Purpose. To provide the Marine Corps response to the Defense Advisory Committee on Women in the Services (DACOWITS) June 2023 request for information (RFI) for the Military Services to identify unique and the most frequent medical conditions leading to disqualification and waivers (specify both) being reviewed for females.

2. Discussion. The most frequent medical conditions leading to disqualification and waivers for female Marine applicants are a history of self-harm, astigmatism, anxiety disorder, depressive disorder, asthma, a disorder of refraction, and ADHD. These conditions have been recommended for waivers in both FY22 and FY23. All Marine Corps medical waivers are reviewed by the Navy Bureau of Medicine and Surgery (BUMED). The data below was provided by BUMED in May 2023.

FY22 Female Marine applicants (enlisted and officer) top conditions (all systems)	
Waivers Recommended (Granted):	Waivers Not Recommended (Denied):
History of self-harm (162)	History of self-harm (80)
Astigmatism (109)	Anxiety disorder (43)
Anxiety disorder (48)	Depressive disorder (34)
Depressive disorder (47)	Disorder of refraction (16)
Asthma (44)	ADHD (15)
Disorder of refraction (33)	Suicidality (15)
ADHD (25)	Asthma (12)
As previously mentioned, for female specific organ systems (female genitalia)	
Abnormal uterine bleeding (26)	Endometriosis (1)
Abnormal pap smear (9)	There were 4 other individuals waiver denied who had a GYN-related DQ, but the reason for the waiver denial was unrelated to the GYN condition.
Oligomenorrhea (6)	
Dysmenorrhea (5)	

FY23 Female Marine applicants (enlisted and officer) top conditions (all systems)	
Waivers Recommended (Granted):	Waivers Not Recommended (Denied):
History of self-harm (99)	Depressive disorder (72)
Astigmatism (63)	Anxiety disorder (68)
Anxiety disorder (54)	History of self-harm (46)
Depressive disorder (50)	Asthma (29)
Asthma (44)	ADHD (28)
Disorder of refraction (25)	Suicidality (21)
ADHD (25)	Astigmatism (9)
Low vision, one eye (17)	
As previously mentioned, for female specific organ systems (female genitalia)	
Abnormal uterine bleeding (12)	Endometriosis (1)
Abnormal pap smear (7)	Polycystic ovarian syndrome with metabolic complications (1)
Oligomenorrhea (2)	Abnormal uterine bleeding (1)
Dysmenorrhea (2)	There were 12 other individuals waiver denied who had a GYN-related DQ, but the reason for the waiver denial was unrelated to the GYN condition.

Information Paper**RFI 2.h., Military Services: Who has authority (e.g., statutory, policy, or regulatory) to authorize medical waivers?**

RESPONSE. Per DoD regulation DoDI 6130.03, Volume 1 (Medical Standards for Military Service: Appointment, Enlistment, or Induction), the Secretaries of the Military Departments and the Commandant, United States Coast Guard authorize the medical waiver of the standards [in DoDI 6130.03, Vol 1] in individual cases for applicable reasons and ensure uniform waiver determinations. Further, the DoD Components 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. The Marine Corps waiver authority is a Department of the Navy Bureau of Medicine doctor.