

Headquarters U.S. Air Force

Integrity - Service - Excellence

Policies and Processes for Pregnant Airmen at Residency Professional Military Education



**HAF/A1
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v4**



Policies Impacting Pregnant Airmen

- **Pregnant Airmen selected for resident Professional Military Education would be directed to Air Force Instruction 36-2110, *Assignments***
 - **No Permanent Change of Station or Temporary Duty during 12 weeks prior or 12 week post delivery**
 - **Deferment of Permanent Change of Station or Temporary Duty is authorized 6 months post delivery**
- **DTM 16-002, “DoD-Wide Changes to Maternity Leave” 5 Feb 2016**
 - **Department of Defense Standard = 12 weeks maternity leave**
 - **Commanders may not deny**
 - **Members may voluntarily waive**
 - **“No member shall be disadvantaged in her career, including without limitation in her assignments, performance appraisals or selection for professional military education, because she has taken Maternity Leave.”**



Exception to Policy

- **Members or their commanders may submit an exception to policy**
 - **Must provide justification for exception to policy**
- **Schools that require a Temporary Duty (Squadron Officer School, Enlisted Professional Military Education, etc.) – approval authority is the commander/senior rater**
 - **School is notified in advance so they may make necessary accommodation**
- **Schools requiring Permanent Change of Station (Intermediate/Senior Developmental Education) approval authority is the assignment authority**
 - **School is notified to ensure necessary accommodation can be made**



Exception to Policy

- **Intermediate and Senior Developmental Education resident programs are 10-36 months**
 - **Majority of personnel are matched to 10-month programs**
 - **Air University manages maternity leave on a case by case basis**
 - **Since missing 3 months of a 10-month program is not viable to graduate, goal is to work with member to not miss 3 months (i.e. videoteleconference, telecon, research and “keep up”)**



Additional Programs

*(Outside Air Command and Staff College/Air War College/
School of Advanced Air and Space Studies /Air Force Institute of Technology)*

- **Fellowships: Air Force Fellows propose continuing to support the 12 weeks as they have been (work ahead & catch up). Maternity leave would extend the fellowship the same amount of time to allow completion of all learning objectives**
- **Degree programs outside Air Force-control: Deferment or switch to Air Force-controlled programs if the member desires full 12 weeks and developmental education at that time**
- **Sister Service or Joint Schools: Share Air Force policy/proposal. If they do not support it, provide an additional option for members impacted—transfer them to an Air Force-controlled program**
- **International programs: Each program is very different. Case by case management**



Maternity Deferment Option

- **Air Force Instructions 36-2301, *Developmental Education* and 36-2110, *Assignments* provide non-prejudicial deferments for operational or humanitarian specifications**
 - **Add non-prejudicial maternity deferment with choice of one year or permanent deferment**
 - **Member-driven choice**
 - **Deferments submitted during/after Permanent Change of Station= member is placed in a faculty/staff role at the school**
 - **Deferments prior to departure = stay in local area**
 - **Letters that go into members' records will simply state "deferment." Rationale (ops, humanitarian, maternity) will be included in package, but not retained as a matter of record**



Summary/Way Ahead

- **Policy support the Secretary of Defense’s intent**
 - **Supports member’s ability to balance career and family**
 - **Provides range of options (each member has different “needs”)**
 - **Promotes retention of quality officers through providing manageable choices at a key milestone in their life**
- **Headquarters Air Force Manpower, Personnel and Services and Air University are currently considering other proposals to give members more flexibility:**
 - **Examining ability to lower Squadron Officer School Exceptions to Policy approval level to Squadron Commander**