

DACOWITS RFI #4



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DACOWITS–Pregnancy and Parenthood (RFI #4)

What are your policies surrounding pregnant Service members' ability to obtain or maintain residency at schools?

- OPNAVINST 6000.1C NAVY GUIDELINES CONCERNING PREGNANCY AND PARENTHOOD
- Section 102. Workplace Assignment and Medical Considerations
- Few restrictions are required in an uncomplicated pregnancy of a physically fit servicewoman working in a safe environment. The servicewoman shall not be assigned to duties where she is a hazard to self or others.
- Pregnant female service members' ability to obtain or maintain residency at schools are reviewed by PERS-4 (O-6) on a case-by-case basis.
- Service members' request for a projected rotation date extension at the Professional Military Education Institution is required in order to take the allotted maternity leave and complete the course of instruction.



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What are your policies surrounding assigning Service members on medical light-duty for non-pregnancy related issues to residency at schools?

- Medical light-duty for non-pregnancy related issues to in-resident schools are reviewed on a case-by-case basis.
- Medical light-duty (non-pregnancy related cases) are handled with minimal impact to academic performance, and the academic staff diligently works with students to enable them to complete coursework.

What are your policies for deferment from school vs re-selection for school with regard to medical light duty status? Is this the same policy for pregnancy?

- Medical light-duty and pregnancy status are reviewed on a case-by-case basis.
- Both medical light-duty and pregnancy cases are handled with minimal impact to academic performance, and the academic staff diligently works with students to enable them to complete coursework. Being pregnant does not prohibit or limit ability to assign them to a school.



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Are there any exceptions to policy? At what grade or level of command are exceptions granted?

- Yes. Exceptions to policy, specifically regarding suspension or disenrollment, are handled through communications between the Dean of Students (O6 level) and the student's service personnel headquarters.
- Schools work with individual students affected by medical issues (including pregnancy) to craft tailored solutions to facilitate completion of the educational course of instruction. Every effort is made to enable the student to complete all graduate requirements when faced with a medical light-duty situation or a pregnancy.
- In the past, these individualized solutions have included such actions as the creation of blended (resident and non-resident components) academic plans or the suspension of academic studies until the student is fit for duty and ready to reenter the program at a viable point.