

DACOWITS RFI #10



**Office of Inclusion and Diversity
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DACOWITS – Breastfeeding and Lactation Support (RFI #10)

Describe your service's breastfeeding policy and when it was last updated.

- **OPNAVINST 6000.1D Navy Guidelines Concerning Pregnancy and Parenthood, last updated 12 March 2018:**
 - COs must develop command policies to delineate support of breastfeeding Service members, as directed in BUMEDINST 6000.14A “Support of Servicewomen in Lactation and Breastfeeding”
 - COs must ensure the availability of a private, clean room (not a toilet space) for expressing breast milk with ready access to running water for hand washing and pump equipment cleaning
 - Service members may store breast milk in an insulated container for up to 24 hours and refrigerated for up to 5 days
 - Requests to physically breastfeed infants during duty hours are handled on a case-by-case basis
 - MTFs will provide Service members access to instructional materials, breastfeeding education, counseling, and support during the pregnancy, after delivery, and upon return to work

Describe the methodology that was used to design this policy (e.g., supporting medical research).

- **Navy's breastfeeding policy was designed from extensive medical research and literature cited in BUMEDINST 6000.14A (last updated 27 August 2014), from sources such as:**
 - Academy of Breastfeeding Medicine
 - Center for Disease Control
 - U.S. Department of Health and Human Services
 - World Health Organization/UNICEF
 - American Academy of Pediatrics
 - American Academy of Family Physicians
 - Association of Women's Health, Obstetric and Neonatal Nurses
 - National Association of Neonatal Nurses
 - American dietetic Association
 - International Lactation Consultant Association
 - U.S. Preventive Services Task Force



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What programs exist to support lactation in the workplace?

- All Navy leaders are expected to support lactation in the workplace (BUMEDINST 6000.14A)

- **Navy-specific programs:**
 - **Breastfeeding Support Program (BUMEDINST 6000.14A):**
 - Required at military treatment facilities that provide maternity, postpartum or newborn infant care
 - Focus on active duty workplace concerns
 - Works with COs and OICs to ensure industrial hygiene site surveys identify potential environmental and occupational hazards to breastfeeding servicewomen
 - **Command Advisor on Pregnancy and Parenthood (CAPP):**
 - Voluntary command role to ensure Sailors receive proper counseling and support to fully understand their rights, responsibilities and resources when pregnant and as new parents

- **Additional Support:**
 - Navy maintains a Breastfeeding in the Navy webpage, with resources and information for commands to establish their own Nursing Mothers Program (<https://www.public.navy.mil/bupers-npc/support/inclusion/Pages/Breastfeeding-in-the-Navy.aspx>)
 - Navy supports and directs Sailors to additional parent support programs, such as Military One Source's New Parent Support Program (OPNAVINST 6000.1D)



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Does your Service provide servicewomen a shipping subsidy to assist with the transportation of breastmilk back to their child when they are TAD/TDY?

- **Navy does not currently offer a shipping subsidy**

- **Navy *does* offer operational deferment for Sailors who give birth for 12 months following delivery, to include TAD/TDY orders**
 - These sailors are exempt from participating in short underways and TAD periods if it inhibits their ability to breastfeed their child(ren) or prevents them for caring for their child(ren) for more than a normal work day/shift



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How does your Service ensure units adhere to the policy? (e.g. time and a clean lactation space)?

- **Leadership:** Navy commands are expected to execute all Navy policies as directed, including policies regarding breastfeeding
- **Feedback:** Navy collects feedback from Sailors on breastfeeding and lactation support every two years via the Personal and Professional Choices (P&PC) Survey, last conducted in Spring 2018
- **Awareness:** In November 2018, Navy conducted a breastfeeding and lactation awareness social media campaign, to normalize the conversation around lactation in the workplace and to encourage greater support from commands and Navy leaders
- **Recognition:** Beginning in 2019, the following criteria will be added to the annual Blue H – Navy Surgeon General’s Health Promotion and Wellness Award with varying criteria by category:

Command Type	Criteria
Navy and USMC Commands (ships and commands with 10 or fewer military personnel exempt)	The command has written materials used during command indoctrination (1 point) which describe how and where servicewomen who continue to provide breast milk upon return to duty will be, at a minimum, afforded the availability of a clean, secluded space (not a toilet space) with ready access to a water source for the purpose of pumping breast milk and is currently and successfully complying with these requirements of OPNAVINST 6000.1D (2 points). Scoring = 0, 1, 2 or 3 points.
Navy Medical Treatment Facilities	The command has written materials used during command indoctrination (1 point) and is currently and successfully complying with the requirements of BUMEDINST 6000.14A (2 points) regarding a designated room in the workplace for breast milk expression by lactating staff members that includes a door that can be secured to afford privacy, a table or countertop on which to set up a breast pump, an electrical outlet and ready access to running water (Note - use of an existing / multi-use space that affords privacy is encouraged and acceptable but toilet space is unacceptable) Scoring = 0, 1, 2 or 3 points.
USMC Semper Fit Centers	Do you provide an awareness level activity related to breastfeeding in partnership with the New Parent Support Program? Scoring: Yes=3 points



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In terms of postpartum physical fitness testing, what methodology was used to design their policy? Does the timeline support breastfeeding months (e.g., the American Academy of Pediatrics (AAP) recommends exclusive breastfeeding for the first six months of a baby’s life, followed by breastfeeding in combination with the introduction of complementary foods until at least 12 months of age)?

- **Sailors who give birth are waived for nine months following delivery from all command physical fitness events and roll to the following physical fitness assessment (PFA) cycle following waiver expiration**
 - PFA Cycle 1: January-June, PFA Cycle 2: July-December
 - Ex: A Sailor who gives birth in January will be waived from PT until October and will not complete a PFA until Cycle 1
 - In a “worst case scenario,” a Sailor will have to take a PFA about 10 months after delivery (i.e., waived until December, tested in January)

- **This policy allows Sailors at least nine months to return to physical fitness standards and accommodates women who choose to exclusively breastfeed for six months (per AAP recommendations), which can affect a woman’s weight and joint stability**
 - Policy developed based on guidance and recommendations from BUMED

- **Navy is currently developing a postpartum physical fitness program to help new parents return to Navy physical fitness and weight standards safely**



Questions?