

DACOWITS RFI #6 (DECEMBER 2023)

Subj: DACOWITS RFI #6 - Family Planning

RFI #6: In December 2022, via RFI 8, the Defense Health Agency (DHA) provided the Committee with an overview of Assisted Reproductive Services, which included preliminary information related to fertility. The Committee is concerned there may be inadvertent policy limitations which is inhibiting women's ability to plan their family. Among the many issues of critical importance to military servicewomen is the ability to plan for and have families without sacrificing their ability to continue military service. Many servicewomen expressed concerns during the 2023 DACOWITS' focus groups about the difficulty in planning pregnancies at a time best suited to their career progression goals, about the impact of delayed pregnancies on fertility, and about the lack of fertility services needed to assist them in balancing the demands of military service with their desire to have a family. The Committee is interested in examining institutional policies and procedures that may inhibit family planning and to assess the demand for and the availability of fertility resources for servicewomen.

The Committee requests an updated written response from the USD(P&R), DHA, and the Military Services (Army, Department of the Navy, Marine Corps, Department of the Air Force, and Coast Guard) on the following:

6a. USD(P&R) and Military Services: Provide copies of links to all DoD and Service instructions, regulations, and policies that address the subject of fertility services and availability to the military personnel.

Response 6a: MARADMIN 110/23 - <https://www.marines.mil/News/Messages/Messages-Display/Article/3312531/non-covered-reproductive-health-care-permissive-temporary-additional-duty-and-t/>

6b. USD(P&R) and Military Services: What policy accommodations exist to provide for leave, travel reimbursement, or other measures to enable servicewomen to seek civilian fertility care when it is not available to them through the military healthcare system?

Response 6b: MARADMIN 110/23 provides guidance and procedures for a Marine to utilize Permissive Temporary Additional Duty (PTAD), also known as an administrative absence, or Temporary Additional Duty (TAD), which includes travel and transportation allowances, to receive a Non-Covered Reproductive Health Care (NCRHC) service. Assisted Reproductive Technology (ART) services are encompassed within NCRHC. A Marine may receive up to 21 days, per request, of NCRHC PTAD to receive, or to accompany a dependent or dual-military spouse, who receives NCRHC. The period of absence is limited to the minimum number of days essential to receive the required care and travel needed to access the care by the most expeditious means of transportation practicable.

NCRHC TAD allows Marines and authorized dependents travel and transportation allowances to receive NCRHC services when timely access to non-covered reproductive health care services is not available within the local area of the member's Permanent Duty Station, TAD location, or the last location the dependent was transported on Government orders when authorized by the appropriate authority. It is essential that commanders act promptly and with

appropriate discretion when considering a Marine's request for NCRHC PTAD or NCRHC TAD, with due regard to the time-sensitive nature of many NCRHC services. To the greatest extent practicable, delay in granting PTAD should not result in an eligible Marine being unable to access the NCRHC that served as the basis for the PTAD request.