

INFORMATION PAPER

DAPE-MP
8 Jul 19

SUBJECT: DACOWITS Follow-up RFIs from June 2019 Quarterly Business Meeting

1. Purpose: To reply to request for information on an established policy to ensure a servicewoman's career will not be negatively impacted as a result of being temporarily reassigned or removed from deployment due to pregnancy.

2. Facts:

a. The Army does not have any policies that penalize a female Soldier due to pregnancy, post-partum convalescent leave, or that are otherwise detrimental to a female officer's career progression. Every Soldier is professionally developed, utilized, and evaluated on their individual performance and capabilities. Nevertheless, the Army recognizes that pregnancy is unique to female Soldiers and published policies that both ensure a balance between their duties as Soldiers and mothers.

b. Evaluations: The primary tool used to document a Soldier's performance is the Officer/Non-Commissioned Officer Evaluation Report, governed by AR 623-3 (Evaluation Reporting System). AR 623-3, paragraph 3-22c, restricts language in evaluation reports related to family issues. Paragraph 3-22c provides example statements, such as "There are limited circumstances involving actual and/or demonstrable impacts on the rated Soldier's performance or conduct when comments containing a general reference to a family member may be made. These comments will be focused on the rated Soldier's actions." This policy guidance is applicable to all officers and not focused toward females in general.

c. Overseas Service: AR 614-30 (Overseas Service), paragraph 3-3f, provides "Pregnant Soldiers are ineligible for overseas assignment unless HQDA assignment authority approves an exception. Installation CDRs may approve requests for overseas movement of married pregnant Soldiers who have approved joint domicile assignments to overseas areas where command-sponsored dependents are authorized and medical clearances are granted." Paragraph 5-3 further provides for curtailment of overseas tours for pregnancy, but states "Unless an official noncombatant evacuation is ordered, pregnant Soldiers are not automatically reassigned or curtailed because of pregnancy." The Soldier's well-being is considered, and if recommended by a physician and approved by medical authority, pregnant Soldiers may be curtailed in order to receive proper prenatal and postpartum medical care.

d. Career Option: Career Intermission Program (CIP), as announced by Army Directive 2017-18. A Soldier may request to leave active duty for a period of up to three years for personal or professional reasons. CIP provides an avenue for a female Soldier to put her career on pause for family related reasons, including pregnancy, and remain eligible for all TRICARE medical benefits while in the CIP. Upon return to active

duty the Soldier's date of rank is adjusted to account for the break in active duty. This ensures they remain competitive with other Soldiers who have similar time in grade.

e. Infant Feeding at End of Post-Partum Convalescent Leave: Army Directive 2015-43 (Revised Breastfeeding and Lactation Support Policy) supports female Soldiers who desire to breastfeed upon return to duty and directs commanders to provide reasonable lactation breaks for Soldiers for at least one year after the child's birth. This policy supports female Soldiers and recognizes the physical, emotional, and mental aspects of maternal bonding with newborns, while not disrupting their professional development or performance as Soldiers.

f. Physical Fitness Training: Army Field Manual 7-22 (Army Physical Readiness Training) governs the Army Pregnancy Postpartum Physical Training (PPPT) Program. The Army PPPT Program is designed to maintain health and fitness levels of pregnant Soldiers and to assist them in returning to pre-pregnancy fitness levels after the end of their pregnancy. Soldiers diagnosed as pregnant or who are recovering from childbirth are exempt from regular unit physical training and the Army Physical Fitness Test for the duration of the pregnancy and 180 days past the end of their pregnancy. These Soldiers are required to enroll in the Army PPPT Program. Before they may participate in the physical training portions of the PPPT program, they must receive clearance to do so from their health care provider. Before they start convalescent leave, postpartum Soldiers receive a postpartum profile. This 45-day temporary profile starts the day of the birth or at the end of the pregnancy. It specifies that the Soldier may engage in physical training at her own pace. Soldiers are encouraged to use the at-home component of the Army PPPT Program while on convalescent leave. Postpartum Soldiers may return to regular unit physical training before 180 days after the end of their pregnancy, but must receive health care provider clearance to do so.

Prepared by: COL Sula Irish/DAPE-MPO

3 Jul 19

MEMORANDUM

From: Lieutenant Colonel Charles C. McLeod 1113765425/4402 USMC
To: Second Lieutenant Barbara S. Ripa 1538337303/8001 USMC

Subj: DACOWITS JUNE 2019 QUARTERLY BUSINESS MEETING FOLLOW-
UP QUESTION

1. Purpose. To provide a response to Defense Advisory Committee on Women in the Service (DACOWITS) follow-up questions pertaining to request for information (RFI) #6: Pregnancy and Parenthood Policies.

2. Question and Response

a. Question. "The Committee noted that the Services responded variously when asked the question of whether they have an established policy to ensure a servicewoman's career will not be negatively impacted as a result of being temporarily reassigned or removed from deployment due to pregnancy. Request each Service, to include the Reserve Components, provide the specific regulations, policies, and/or language that addresses this concern. Additionally, the Committee requests the Services explain how they measure the effectiveness and impact of that policy."

b. Response

(1) Secretary of the Navy Instruction (SECNAVINST) 1000.10B (DoN Policy on Parenthood and Pregnancy) requires the Navy and Marine Corps to provide detailed guidance to "ensure, to the greatest extent practicable, that a pregnant service member's career is not impacted negatively."

(2) Marine Corps Order (MCO) 5000.12E (Marine Corps Policy Concerning Pregnancy and Parenthood) mandates that "a servicewoman reassigned due to pregnancy will be returned to the same billet, in the same command whenever possible, or to an equivalent billet in a command of the same type following the pregnancy, related convalescent leave (42 days), or period of deferment. Permanent change of station (PCS) or temporary additional duty (TAD) orders for school or special duty (i.e., recruiting, drill instructor, etc.) cancelled due to pregnancy will be reissued following the pregnancy and convalescent leave period."

Subj: DACOWITS JUNE 2019 QUARTERLY BUSINESS MEETING FOLLOW-UP QUESTION

(3) Pending revisions to MCO 5000.12E direct that pregnancy should generally not restrict Marines' tasks and any task limitations must be based on health care provider recommendations. Additionally, Marines transferred due to pregnancy "shall be reassigned to the same billet in the same command, or an equivalent billet in a command of the same type, following the pregnancy and any related convalescent and parental leave and deferment period to which the Marine is entitled." Finally, "medical limitations and/or assignment restrictions, or periods of absence because of pregnancy, associated medical care, or convalescent leave, in and of themselves, shall not be the basis for downgrading marks or adverse comments" in evaluations or fitness reports.

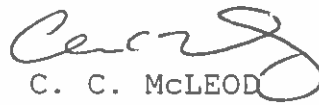
(4) MCO 1610.7A (Performance Evaluation System) lists as unacceptable, any "comments based on an individual's gender" and "comments pertaining to medical issues (physical and/or psychological) that do not affect the MRO's performance of duties or diminish his or her effectiveness as a leader (e.g., pregnancy, postpartum, etc.)."

(5) Policy compliance is achieved through open communication. Unit commanders promote and safeguard the physical well-being and general welfare of their Marines.

(6) Marines may communicate grievances directly to the chain of command, the Inspector General, or via various regularly scheduled surveys.

(7) Command processes are inspected regularly in conjunction with the Commanding General's Inspection Program.

3. Point of contact is Lieutenant Colonel McLeod at DSN 278-9386/7, commercial (703) 784-9386/7, or fax (703) 784-9812.


C. C. McLEOD

RFI Category and Number:
PREGNANCY/PARENTHOOD POLICIES, RFI 6

RFI Question:

The Committee noted that the Services responded variously when asked the question of whether they have an established policy to ensure a servicewoman's career will not be negatively impacted as a result of being temporarily reassigned or removed from deployment due to pregnancy. Request each Service, to include the Reserve Components, provide the specific regulations, policies, and/or language that addresses this concern. Additionally, the Committee requests the Services explain how they measure the effectiveness and impact of that policy.

RFI Response:

MILPERSMAN 1160-040 Extensions of Enlistment, MILPERSMAN 1300-1306 Active Duty Pregnancy Policy and Placement Procedures, and MILPERSMAN 1306-1704 Availability Processing – Data Item Descriptions and Remarks for Report Submissions, guide placement policy and processes for pregnant Service members. More specifically, upon receipt of DP AVAIL, PERS-454 will review the placement and assignment options. COMNAVPERSCOM, will place pregnant enlisted Service members into an excess refillable requisition billet based on the following guidelines:

- Prior to recommending assignments to the rating detailer, PERS-454 will consider the previous medically unrestricted (ACC 100) area type code, the Service member's rating, and the equitable distribution of pregnant enlisted Service members in a geographical area.
- Assigned within close proximity to an MTF capable of providing the required care.
- Other factors: the location of dependents, the Service member's past duty type, expiration of active obligated service, any medical considerations (e.g., high risk pregnancy) identified by the MTF, Service member's desired location, and cost of move.
- PERS-454 will coordinate with COMNAVPERSCOM, Nuclear Power/Submarine Distribution Branch (PERS-403) to ensure placement of nuclear-trained enlisted Sailors at nuclear shore commands for their pregnancy tours.

Pregnant officers must notify their detailers. The detailer will coordinate with officer placement to identify the appropriate billet based upon the Service member's rank and qualifications. If at a shore command, just as with pregnant enlisted Service members, officers will be retained in the same billet as long as there is no medical indication to move the Service member. Pregnant officers require movement from sea to shore by 20 weeks and shall not be detached from overseas locations unless there is a medical reason.

Per MILPERSMAN 1300-306, pregnant Service members will be reassigned to duty stations in close proximity to a Military Treatment Facility (MTF) capable of providing the required care. Unless waived, per MILPERSMAN 1300-1306, paragraph 6a, all single Service members E-3 and below who become pregnant overseas must be returned to the continental United States.

Per OPNAVINST 6000.1D, paragraph 2a (3)(a), Service members “may continue to serve aboard ship until the 20th week of pregnancy, while in port or during short underway periods, provided an evacuation capability exists and the time for medical evacuation is less than 6 hours to a treatment facility capable of evaluating and stabilizing obstetric emergencies.” Furthermore, per OPNAVINST 6000.1D, paragraph 2a (3)(b), Service members “should not deploy with or be assigned to units that are deploying from notification of pregnancy through 12 months following delivery and release from their provider”. A Service member requests a waiver to remain with the operational unit per MILPERSMAN 1160-040 Extensions of Enlistment.

In regards to tracking, the Navy does not formally track assignments or reassignments of pregnant Service members. SECNAVINST 1000.10B, OPNAVINST 6000.1D , MILPERSMAN 1050-435 , MILPERSMAN 1160-040, MILPERSMAN 1300-1306, MILPERSMAN 1306-1704, and NAVADMIN 151/18 direct specific action regarding assignment and reassignment of pregnant Service members. All pregnant Service members removed from an operational platform, whether at sea or ashore, at the completion of their maternity leave, and returned to full duty per MILPERSMAN 1050-435, will execute orders to a sea/operational assignment consistent with the Service member’s rank, rate, and skill-set.

Navy has developed multiple initiatives to mitigate the potential care impacts related to reassignment for pregnancy. For Enlisted personnel, family planning life skills courses have been revised, taught, improved, and increased mentorship. Additionally, education for first-term Sailors is emphasized, and leadership engagement stressed.

POC or office responsible:

CAPT Frederick J. McDonald

PERS-454, Deployability Assessment and Assignment Branch

**AF Active & AFR Components' Response to
Follow-Up RFI #6 from June 2019 DACOWITS QBM**

RFI 6 – Pregnancy and Parenthood Policies:

i. Military Services: The Committee noted that the Services responded variously when asked the question of whether they have an established policy to ensure a servicewoman's career will not be negatively impacted as a result of being temporarily reassigned or removed from deployment due to pregnancy. Request each Service, to include the Reserve Components, provide the specific regulations, policies, and/or language that addresses this concern. Additionally, the Committee requests the Services explain how they measure the effectiveness and impact of that policy.

Many occupations in the Air Force do not require modification of assigned duties for pregnant Airmen. Upon advice from medical providers, in some occupations, duty and assignment limitations may be imposed to protect the safety and health of a pregnant Airman and her child. When this occurs, Air Force policies ensure Airmen are assigned fairly and equitably to duties commensurate with their rank and skill, and that they are evaluated solely on their performance and future potential. The Air Force established an instrument which Airmen may use to report violations of these policies, as well as a vehicle for the Air Force to identify any barriers to diversity and inclusion (D&I) and report D&I efforts to the Secretary of the Air Force and the Chief of Staff of the Air Force annually.

ACTIVE COMPONENT POLICIES

AFI 36-2110, *Total Force Assignments*, mandates that assignment actions are fair, equitable, and based on the capability to fill a valid manpower requirement. Additionally, AF policy allows an Active Component mother to be deferred from Temporary Duty (TDY) or Permanent Change of Station (PCS) for 12 months after the birth of her child, but *also* allows the mother to waive this deferment if she chooses:

- 2.2. Equal Opportunity. The Air Force manages and assigns Airmen without regard to color, race, religions preference (except chaplains), national origin, ethnic background, age, marital status (except military couples), spouse's employment, educational or volunteer service activities of a spouse, gender (except as provided for by statute or DoD policy), or sexual orientation. The objective is to ensure fair, equitable, and nondiscriminatory treatment of all, based on merit, fitness, capability, and potential.
- 5.1. Primary PCS Selection Factor. The primary factor in selection of an Airman for PCS is the Airman's qualifications to fill a valid manpower requirement and perform productively in the position for which being considered.
- 5.18.4. During the 12-month period after the birth of a child to an Airman, deferment from PCS is authorized (see Table 2.2, assignment limitation code "A"). The military mother will be deferred from assignment to a dependent-restricted OS tour or an accompanied OS tour when concurrent travel is denied. The military mother may waive this deferment.

AFI 36-2406, *Officer and Enlisted Evaluation Systems*, ensures that officers and enlisted Airmen are evaluated solely on their performance and prohibits consideration of, references to, or comments regarding an Airman's health on an evaluation:

- 1.1.1. To accomplish these purposes, the evaluation system focuses on performance. How well the individual does his or her job, and the qualities the individual brings to the job, are of paramount importance to the Air Force.
- 1.4.10.3.3. [On evaluations] Do not comment on an exemption [for fitness assessments] or the reason for exemption.

- 1.6.3.5. [The rater will] Assess and document the ratee's performance, what the ratee did, how well he or she did it, and the ratee's potential based on that performance, throughout the rating period.
- 1.8.6. Equal Opportunity and Treatment (EOT). The expectation is fair and equal treatment of all and enforcement of the same behavior in subordinates. Evaluators must consider a member's commitment to EOT when evaluating performance and making a promotion recommendation. The goal is to ensure fair, accurate, and unbiased evaluations to help ensure the best qualified members are identified for positions of higher responsibility. Evaluations must reflect serious or repeated occurrences of discrimination, to include sexual harassment, as prescribed in AFI 36-2706, *Equal Opportunity Program Military and Civilian*.
- 1.12. General prohibited Evaluator Considerations and Comments:
 - 1.12.1.7. Medical Information. Only authorized medical officials are in a position to make comments on medical conditions. Evaluators must focus evaluation comments on the behavior and duty performance of the individual. Comments pertaining to the medical condition, treatment, or diagnosis are prohibited.

AFI 36-3207, *Separating Commissioned Officers*, provides an opportunity for pregnant Airmen to separate if they feel that their pregnancy or expectation of motherhood is incompatible with continued military service:

- 2.46.1.5. Pregnancy or Childbirth. Female members may find pregnancy and expectation of motherhood incompatible with continued military service. Therefore, those who become pregnant while in the military service may ask for separation or discharge.

AFI 36-3208, *Administrative Separation of Airmen*, provides an opportunity for pregnant Airmen to separate if they feel that their pregnancy or expectation of motherhood is incompatible with continued military service:

- 3.17. Pregnancy or Childbirth. Women may find pregnancy and the expectation of motherhood incompatible with continued military service. If so, they may ask for separation. If they are separated, they are entitled to maternity care only in a military medical facility, on a space available basis (AFI 41-115 [formerly AFR 168-6]).

Air Force Guidance Memorandum 2017-36-03 details the Career Intermission Program (CIP), which provides the opportunity for Airmen to balance their professional and personal priorities without negative impact to their career progression:

- CIP is a unique retention tool that provides Total Force Airmen the opportunity for a onetime temporary transition from active duty to the Individual Ready Reserve (IRR) to meet personal or professional needs outside the service while providing a mechanism for seamless return to pre-CIP active duty status. Participation period is from one to three years. The long term intent of this program is to retain the valuable experience and training of Airmen that might otherwise be lost by permanent separation. One of the intended uses of CIP is to start a family.
- CIP Airmen will receive a monthly stipend of 1/15th of their monthly basic pay, based on grade and years of service at the time of transition into the IRR. The program provides active duty military medical and dental care benefits for CIP Airmen and their eligible dependents as well as commissary and Base Exchange privileges.

AFMAN 11-402, *Aviation Resource Management*, provides authorities for the certification of flight simulators, allowing for aviators to accrue gate months and log flight time while not on active flying status for medical reasons. This can extend to pregnant aviators, allowing them to maintain currencies and flight pay for the duration of their pregnancies, as well as shortening the time needed to become requalified after their maternity leave:

- 3.9.3.4. Flight time logged IAW AFI 11-401 and MAJCOM supplement in a certified flight simulator counts for operational flying duty accumulator requirements, aviation incentive pay entitlement, and aeronautical ratings for rated officers. Exception: Flight surgeons must fly in an aircraft to log flight time for conditional aviation incentive pay entitlement and advanced aeronautical ratings. (T-1).

MEASURING ACTIVE COMPONENT POLICY EFFECTIVENESS

AFI 36-2706, *Inspector General Complaints Resolution*, establishes a vehicle which Airmen may use to report violations of policy:

- 2.1.1. In accordance with AFI 1-1, *Air Force Standards* and AFI 36-703, *Civilian Conduct and Responsibility*, Air Force military and civilian employees (appropriated and non-appropriated fund), unless otherwise exempted by operation of law, regulation, or policy, have a duty to promptly report fraud, waste, abuse or gross mismanagement; a violation of law, policy, procedures, instructions, or regulations; an injustice; abuse of authority, inappropriate conduct, or misconduct (as defined by this instruction); or a deficiency or like condition, through appropriate supervisory channels, to an IG or other appropriate inspector, or through an established grievance channel.
- 2.4.2. Complainants have the right to:
 - 2.4.2.1. File an IG complaint at any level without going through their supervisory channel.
 - 2.4.2.2. File a complaint with an IG without fear of reprisal.

AFI 36-7001, *Diversity and Inclusion*, establishes a vehicle for identifying any barriers to diversity and inclusion (D&I), and for reporting an annual review of D&I efforts to the Secretary of the Air Force and the Chief of Staff of the Air Force.

- 2.4.2. Be responsible for providing assessment and analysis of diversity and inclusion efforts. This assessment will include identification and analysis of any barriers to diversity and inclusion within the Total Force, and recommendations to remove or mitigate, as appropriate, identified barriers (i.e. conduct barrier analysis...).
- 2.4.4. Through SAF/MR, provides the Secretary of the Air Force and the Chief of Staff of the Air Force periodic updates and an annual review of Air Force diversity and inclusion efforts.

AIR RESERVE COMPONENT POLICIES

AFI 36-2110, *Total Force Assignments*, mandates that assignment actions are fair, equitable, and based on the capability to fill a valid manpower requirement. Additionally, AF policy provides Reserve Component pregnant Airmen different participation and assignment options:

- 2.2. Equal Opportunity. The Air Force manages and assigns Airmen without regard to color, race, religions preference (except chaplains), national origin, ethnic background, age, marital status (except military couples), spouse's employment, educational or volunteer service activities of a spouse, gender (except as provided for by statute or DoD policy), or sexual orientation. The objective is to ensure fair, equitable, and nondiscriminatory treatment of all, based on merit, fitness, capability, and potential.
- 8.9.4. Pregnancy. Pregnant members in the non-participating IRR, the Standby Reserve or on AD with a remaining military service obligation may ask for an assignment to the Participating Ready Reserve. The servicing recruiter must obtain a document from the member's healthcare provider which states that the member's pregnancy is uncomplicated and allows for an assignment.
- 8.9.4.2. Participating pregnant members who do not ask for reassignment keep their present status. However, to prevent the members' mobilization, the MPF or AFRC/SGO updates Military Personnel Data System using assignment availability code 81 with a date of availability at least 12 weeks after the expected delivery date as determined by the appropriate military physician.

AFI 36-2254v1, *Reserve Personnel Participation*, ensures Reserve Component pregnant Airmen are authorized participation options:

- 1.6.4 Pregnant reservists may volunteer to participate during Unit Training Assembly and Reserve Management Periods (RMPs) during pregnancy when the following criteria are met:
 - 1.6.4.1. The decision is supported by the member, unit commander, military medical authorities, and obstetric care provider
 - 1.6.4.2. The reservist home is located within 50 miles of the Unit Training Assembly (UTA) location and the member commutes home during the UTA

AFI 36-2619, *Military Personnel Appropriation (MPA) Man-day Program*, ensures Reserve Component pregnant Airmen can serve through the full term of their orders providing they continue to meet the requirements for which they were selected:

- 6.2.1. An ARC member determined to be pregnant while serving on active duty orders ordinarily shall be permitted to serve through the full term of those orders as long as they are qualified to continue to perform the active duty requirement for which originally selected. Pregnancy is not considered a line of duty condition and extension of orders solely for the basis of the pregnancy is not authorized. If pregnancy complications occur, the member will be referred to the medical treatment facility for consultation without making adjustments to tour requirements.
- 6.2.2. If the member is determined to be pregnant after the start of an active duty tour, the supported commander having operational control (OPCON) over the member may curtail service, if, after receiving duty limitation/restriction recommendations in accordance with established guidelines, determines that duty limitations and/or restrictions for that member are not consistent with the specific purpose of the orders under which the member is serving. After receiving the AF Form 469, *Duty Limiting Condition Report*, from the servicing MTF, the supported commander will determine if the duty limitation will prevent the member from performing the duty required under the MPA manday orders. If the supported commander determines that the duty limitation is not consistent with the duty required, the member's MPA manday orders may be curtailed. If the supporting commander determines that the duty limitation does not prevent performance of the required duty, the member's MPA manday orders may continue until 34 weeks of pregnancy. The MPA orders will not be extended past 34 weeks of pregnancy. **(T-1)**.

- 6.2.3. If the member is determined to be pregnant prior to the start of the active duty tour, she may be scheduled for and perform active duty and MPA manday tours at or away from her home duty station up to 34 weeks of pregnancy, if, after receiving duty limitation/restriction recommendations in accordance with established guidelines, the gaining commander determines that duty limitations and/or recommendations for that member are consistent with the specific purpose for which the member is to serve. **(T-1)**.
 - 6.2.3.1. Members who reside within the CONUS are restricted to active duty and manday tours in the 48 contiguous states. **(T-1)**.
 - 6.2.3.2. Members who reside OCONUS are restricted to active duty and manday tours OCONUS. **(T-1)**.

AFI 36-2406, *Officer and Enlisted Evaluation Systems*, ensures that officers and enlisted Airmen are evaluated solely on their performance and prohibits consideration of, references to, or comments regarding an Airman's health on an evaluation:

- 1.1.1. To accomplish these purposes, the evaluation system focuses on performance. How well the individual does his or her job, and the qualities the individual brings to the job, are of paramount importance to the Air Force.
- 1.4.10.3.3. [On evaluations] Do not comment on an exemption [for fitness assessments] or the reason for exemption.
- 1.6.3.5. [The rater will] Assess and document the ratee's performance, what the ratee did, how well he or she did it, and the ratee's potential based on that performance, throughout the rating period.
- 1.8.6. Equal Opportunity and Treatment (EOT). The expectation is fair and equal treatment of all and enforcement of the same behavior in subordinates. Evaluators must consider a member's commitment to EOT when evaluating performance and making a promotion recommendation. The goal is to ensure fair, accurate, and unbiased evaluations to help ensure the best qualified members are identified for positions of higher responsibility. Evaluations must reflect serious or repeated occurrences of discrimination, to include sexual harassment, as prescribed in AFI 36-2706, *Equal Opportunity Program Military and Civilian*.
- 1.12. General prohibited Evaluator Considerations and Comments:
 - 1.12.1.7. Medical Information. Only authorized medical officials are in a position to make comments on medical conditions. Evaluators must focus evaluation comments on the behavior and duty performance of the individual. Comments pertaining to the medical condition, treatment, or diagnosis are prohibited.

MEASURING AIR RESERVE COMPONENT POLICY EFFECTIVENESS

AFI 36-2706, *Inspector General Complaints Resolution*, establishes a vehicle which Airmen may use to report violations of policy:

- 2.1.1. In accordance with AFI 1-1, *Air Force Standards* and AFI 36-703, *Civilian Conduct and Responsibility*, Air Force military and civilian employees (appropriated and non-appropriated fund), unless otherwise exempted by operation of law, regulation, or policy, have a duty to promptly report fraud, waste, abuse or gross mismanagement; a violation of law, policy, procedures, instructions, or regulations; an injustice; abuse of authority, inappropriate conduct, or misconduct (as defined by this instruction); or a deficiency or like condition, through appropriate supervisory channels, to an IG or other appropriate inspector, or through an established grievance channel.
- 2.4.2. Complainants have the right to:
 - 2.4.2.1. File an IG complaint at any level without going through their supervisory channel.
 - 2.4.2.2. File a complaint with an IG without fear of reprisal.

AFI 36-7001, *Diversity and Inclusion*, establishes a vehicle for identifying any barriers to diversity and inclusion (D&I), and for reporting an annual review of D&I efforts to the Secretary of the Air Force and the Chief of Staff of the Air Force:

- 2.4.2. Be responsible for providing assessment and analysis of diversity and inclusion efforts. This assessment will include identification and analysis of any barriers to diversity and inclusion within the Total Force, and recommendations to remove or mitigate, as appropriate, identified barriers (i.e. conduct barrier analysis...).
- 2.4.4. Through SAF/MR, provides the Secretary of the Air Force and the Chief of Staff of the Air Force periodic updates and an annual review of Air Force diversity and inclusion efforts.

SUBJ: DACOWITS FOLLOW-UP QUESTIONS - JUNE QBM

FROM: Chief of Enlisted Assignments, Personnel Service Center & Office of Policy CG-1331

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-127)

RFI 6 – Pregnancy and Parenthood Policies:

Military Services: The Committee noted that the Services responded variously when asked the question of whether they have an established policy to ensure a servicewoman's career will not be negatively impacted as a result of being temporarily reassigned or removed from deployment due to pregnancy. Request each Service, to include the Reserve Components, provide the specific regulations, policies, and/or language that addresses this concern. Additionally, the Committee requests the Services explain how they measure the effectiveness and impact of that policy.

CG Response:

COMDTINST M1000.8A:

1.A.6.b. Assignments while Pregnant and Post-Partum

The service expects a pregnant member to retain a high degree of commitment to fulfilling full professional responsibilities. To afford the member who gives birth to a child the opportunity to make suitable child care arrangements, while continuing to fulfill professional responsibilities, these assignment policies apply.

- During pregnancy and for six months after childbirth, the service defers assigning otherwise eligible pregnant women on CONUS shore duty to shipboard or OCONUS assignments, unless they volunteer for earlier rotation to a shipboard or OCONUS tour.
- Commander (CG PSC) reassigns women assigned to shipboard duty whose pregnancy terminates before childbirth when fit for full duty, as berthing becomes available, generally six months after the date the child would have been born, unless the member volunteers to return earlier.
- The service credits women reassigned to shipboard duty with the time served aboard before transfer due to pregnancy and consequently reassigns them afloat only to complete the balance of their prescribed sea tour.
- Pregnant members who have orders to any school should not fulfill them unless they can complete training before the third trimester. If the training cannot be completed before the third trimester, FORCECOM holds the orders in abeyance and reissues them for the first available class 12 months after birth event, unless the member requests a class sooner and is medically cleared.
- Post-partum member may elect TDY or voluntary mobilization orders within the 12 months following a birth event only if cleared by a Coast Guard medical officer and with approval from the first O-6/GS-15 in the chain of command.

**AF Air National Guard Response to
Follow-Up RFI #6 from June 2019 DACOWITS QBM**

RFI 6 – Pregnancy and Parenthood Policies:

i. Military Services: The Committee noted that the Services responded variously when asked the question of whether they have an established policy to ensure a servicewoman's career will not be negatively impacted as a result of being temporarily reassigned or removed from deployment due to pregnancy. Request each Service, to include the Reserve Components, provide the specific regulations, policies, and/or language that addresses this concern. Additionally, the Committee requests the Services explain how they measure the effectiveness and impact of that policy.

NGB/SG - Col Kenneth Egerstrom

RFI-6 Pregnancy and Parenthood Policies.

Q- What policies do the services have that ensure a service woman's career will not be negatively impacted as a result of being temporarily re-assigned or removed from deployment due to pregnancy?

A- The Air National Guard follows the same policies and procedures regarding pregnant service members and deployment. Specifically, when identified as being pregnant they are evaluated for risks to the member and the fetus from the work-place and the member is placed on profile that limits those exposures. By AF policy, pregnant women are restricted from deploying due to the paucity of medical care and abundance of potential exposures to the member and the fetus. SG has no role in developing/enforcing policies that deal with career impact due to pregnancy or other medical conditions.