



DACOWITS RFIs (Pregnancy/Parenthood Policies) 11 June 2019

POC: Deputy Chief of Staff G-1



Army Pregnancy/Parenthood Policies

- **Assignment & Reassignment Authorities:**

DoDI 1315.18 Procedures for Military Personnel Assignments (28 Oct 2015).

- AR 600-8-11 (Reassignments) RAR 18 Oct 2012
- AR 614-100 (Officer Assignment Policies, Details, and Transfers) dtd 25 Jan 2019
- AR 614-200 (Enlisted Assignments and Utilization Management) dtd 25 Jan 2019
- AR 614-30 (Overseas Service) dtd 22 Dec 2016
- AR 40-501 (Standards of Medical Fitness) dtd 14 June 2017

- **DACOWITS RFI's**

- a. **Does written policy require women in some job specialties or those deployed to be reassigned to different duties due to pregnancy?**

- The Army's assignment policies do not require women in some job specialties to be reassigned. Pregnant Soldiers are non-deployable. Deployed Soldiers who become pregnant will be removed from the area of responsibility and returned from deployment when cleared by medical authority.



b. If such a policy is in place, who has the authority to reassign the servicewoman?

- Commander

c. Where and how are women reassigned due to pregnancy (e.g. permanent or temporary)?

- Medical Profiling Officer's provide information regarding a pregnant Soldier's physical limitations which may affect assignment. Soldiers are not reassigned due to pregnancy, however a Soldier may be curtailed from overseas assignment to receive proper prenatal and postpartum medical care. If a Soldier is scheduled for a unit that is deploying or OCONUS and she is pregnant she will be diverted to a non-deploying unit

d. If such policy exists, is there a waiver process if all pertinent authorities and the servicewoman concur?

- Pregnant Soldiers are ineligible for overseas assignment unless HQDA assignment authority approves an exception. Installation commanders 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



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- e. At what point in the gestational timeline are women reassigned?**
 - There is no timeline, other than restricting air travel after the 7th month

- f. Are these pregnancy-related reassignments tracked by each Service? If so, please provide the statistics from 2014-2018 on how often this has occurred.**
 - No, they are not tracked

- g. Are pregnant servicewomen being assigned to only specific locations/commands within your Service?**
 - No

- h. Are new assignments aligned in accordance with their career specialty?**
 - Yes



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i. Has there been an assessment to examine the career progression of servicewomen who become pregnant while serving?

- Not within the Enlisted Career Systems Assignments Division

j. What initiatives are being undertaken to mitigate potential career impacts based on reassignment due to pregnancy?

- N/A