

Headquarters U.S. Air Force

Integrity - Service - Excellence

RFI #6: Pregnancy/ Parenthood Policies



**Assignments Policy
AF/A1PPA
Briefing: 11 June 2019**

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Air Force Assignment Policy

It is Air Force policy to make assignments that are fair, equitable, based on merit, fitness, and capability while filling valid requirements.

We balance mission needs with member desires and (as appropriate) commander input.



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6a. Does written policy require women in some job specialties or those deployed to be reassigned to different duties due to pregnancy?

Answer: Yes, duty and / or assignment limitations are imposed to protect health of pregnant Airman / child, based on recommendations of healthcare provider

- **Restriction of certain duties (within same assignment)**
- **Deferment for deployment and assignment to overseas (OS) locales**
- **Curtailment of OS assignment if medical care not available or if in dependent-restricted locale, etc.**



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6b. If such a policy is in place, who has the authority to reassign Servicewomen?

Answer: Upon advice of the medical provider,

- **Commanders may reassign duties to meet member's medical requirements (i.e. if unable to carry heavy weapons, member may reassigned to investigative duties)**
- **If a member must be deferred from deployment, commanders may assign duties, to include keeping a member in the current duty, as appropriate**
- **If a member's assignment to an overseas location must be curtailed or cancelled, Air Force Personnel Center (AFPC / Air Reserve Personnel Center (ARPC) / Air Force Reserve Command (AFRC) has the authority to reassign a member to accommodate medical needs (Note: AFR assignments are voluntary)**



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6c. If such a policy is in place, where and how are women reassigned (perm/temp)?

Answer: With advice of the medical provider, we will make assignments that are fair, equitable, and based on merit, fitness, capability, and potential to fill a valid requirement (commensurate with member's grade/skills)

For those members who are reassigned duties within the same unit, the commander will make the reassignment using Air Force guiding principles



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6d. If such a policy is in place, is there a waiver process if all pertinent authorities and the servicewoman concur?

Answer: The member may work with their medical provider to best meet member desires. These will be worked on a case-by-case basis.

6e. At what point in the gestational timeline are women reassigned?

Answer: From prior to 24th week, up to 6 weeks prior to delivery date.



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6f. Are these pregnancy-related reassignments tracked? If so, provide statistics from 2014-2018 on frequency

Answer: RegAF data, 2014-2018 (N/A for AFR)

- **204 female enlisted Airmen's OS assignments were curtailed because of pregnancy**
- **8 female AF officers' OS assignments were curtailed because of pregnancy**

6g. Are pregnant servicewomen being assigned to only specific locations/commands within your Service?

Answer: No. Assignments are based on merit and capability to fill valid requirement; locale must align with member's medical needs



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6h. Are new assignments aligned in accordance with their career specialty?

Answer: Regardless of why a member receives an assignment, AF policy ensures all assignment selection is fair, equitable, and based on merit, fitness, capability, and potential to fill a valid requirement (commensurate with member's grade/skills)



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6i. Has there been an assessment to examine the career progression of Servicewomen who become pregnant while serving?

Answer: The Air Force Barrier Analysis Working Group (AFBAWG). The AFBAWG is charged to identify and, if appropriate, propose elimination of barriers to Equal Employment Opportunity (EEO) in the Air Force.

It is responsible for analyzing anomalies found in workplace policies, procedures, and practices with an eye toward identifying their root causes, and, if those root causes are potential barriers, devising plans to eliminate them. AFBAWG develops and implements training on barrier analysis.



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6j. What initiatives are being undertaken to mitigate potential career impacts based on reassignment due to pregnancy?

Regardless of why an Airman receives an assignment, AF policy ensures all assignment selection is fair, equitable, and based on merit, fitness, capability, and potential to fill a valid requirement (commensurate with Airman's grade/skills)

The Air Force pro-actively markets programs to allow flexibility to accommodate many personal circumstances to include Post-Pregnancy Deferment, Career Intermission Program, Humanitarian Reassignment, etc.



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QUESTIONS?