

DACOWITS RFI #6



Pregnancy & Parenthood Stakeholders

11 June 2019



DACOWITS – Pregnancy/Parenthood Policies (RFI #6)

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

- **Yes, policy requires that servicewomen assigned to operational duty or students unable to continue training contact COMNAVPERS for reassignment.**
- **COMUSFLTFORCOM/NAVPERSCOM INSTRUCTION 1300.1A, Enlisted Manning Policy and Procedures (25 Jul 2014), paragraph 12.b. states: “Pregnant Sailors will normally not remain onboard a sea duty command past the 20th week of pregnancy.” Further, “Waivers to this policy may be submitted per OPNAVINST 6000.1C.”**



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If such a policy is in place, who has the authority to reassign the servicewomen?

- **All pregnancy notifications are submitted to Navy Personnel Command, PERS-454 (Deployability Assessment and Assignment Branch).**
- **PERS-454 is the central coordinator for the placement and assignment of pregnant Enlisted Service members and assists as needed with placement of pregnant Officers.**



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

- **Per MILPERSMAN 1300-1306, pregnant Service members are reassigned to duty stations in close proximity to a Military Treatment Facility (MTF) capable of providing the required care.**
- **Temporary conditions surrounding the moves also drive follow-on assignments.**
- **Career impacts and progression are considered with each move.**
- **Unless waived, all single E-3 and below Service members who become pregnant overseas must be returned to CONUS.**
- **E-4 and above single Service members who become pregnant OCONUS will remain OCONUS, unless the Service member is assigned to a remote location and or obstetrics/gynecology care is unavailable.**



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

- **Yes, a member may request a waiver onboard an operational command during the period of pregnancy and 12 months post-delivery.**
- **The waiver must include endorsements from the service member, the Commanding Officer/Officer-in-Charge, and the OB medical provider.**
- **All endorsements must be on Command letterhead. The Service member may request at any time to cancel the waiver necessitating transfer to shore.**

At what point in the gestational timeline are women reassigned?

- **Pregnant Service members will normally not remain onboard a sea duty command past the 20th week of pregnancy.**



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**Are these pregnancy-related reassignments tracked by each Service?
If so, please provide the statistics from 2014-2018 and how often this
has occurred.**

- **No, the Navy tracks total number of Service members who are pregnant, but not those reassigned.**
- **If able and conditions support, Service members will be reassigned to a Fleet concentration area to facilitate ease of sea/shore flow after pregnancy.**
- **Reassignments after pregnancy and post-partum benefits are not currently tracked.**



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

- Not specifically, assignments are based upon care availability.

Are new assignments aligned in accordance with their career specialty?

- Yes, to the maximum extent possible. However:
 - Some career specialties do not allow for pregnant Service members to continue in the specialty; such as, designated flight personnel.
 - Pregnancy is a disqualifying physical and medical condition for students assigned to the United States Naval Academy, Naval Reserve Officers Training Corps, Officer Candidate School, and Recruit Training Command.



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

- **Enlisted:** A Workforce Demographic Analysis was briefed at the April 2018 VCNO's Strategic Workforce Council. The findings concluded that early-career parenthood has a bigger negative impact on advancement of women than men.
- **Officers:** Yes. Multiple female retention studies have been conducted to examine career progression, one of which looked specifically at promotion to O4 by parenthood status.

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

- **Enlisted:** Family planning life skills courses taught during the onboarding process were revised, increased mentorship and education for first-term Sailors is emphasized.
- **Enlisted and Officers:** Career Intermission Program - allows for transfer to the Individual Ready reserve for up to 3 years without impact to career.