



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF G-1
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WASHINGTON DC 20310-0300

INFORMATION PAPER

DAPE-MPO
30 May 2023

SUBJECT: Language, report coding, and/or information about a lengthy absence from primary duties in promotion record files.

Purpose: Provide a written response to the Defense Advisory Committee on Women in Service (DACOWITS) June 2023 Request For Information (RFI) Number 8 on absences from primary duties in promotion record files.

1. Facts:

a. Question 8a: How will the Services prevent and ensure there will be no negative impacts on servicewomen's career progression and promotions arising from just the fact of: (i) noncompliance with/exemption from weight standards due to a birth event, (ii) lengthy leave absences resulting from maternity and parental leave, and (iii) lengthy operational deferment periods?

b. Response 8a: The Army's body composition program is governed by AR 600-9 and provides information that details authorized exemptions to height and weight requirements. Pregnancy/post-partum exemptions are set out in AR 600-9 and Army Directive 2022-06.

The Army evaluation system further supports service members when in exemption situations, including a simple YES/NO answer to the question of whether the service member is "in compliance" with the governing policies specific to the Army Body Composition Program. If the answer is "YES" then there are no negative connotations for the evaluation report.

Additionally, the use of language such as "pregnant", "post-partum", or the any remarks or comments that draw attention to differences relating to race, color, religion, gender, age, sexual orientation, or national origin are strictly prohibited on evaluation reports (ref: AR 623-3, para 3-21).

Length of time away from a specific duty is captured as non-rated time on an evaluation report, or a period when no evaluation report can be rendered. "Leave in excess of 30 days" is captured as non-rated time on evaluation reports, and such leave is not categorized or itemized by type, it is simply denoted as leave.

c. Question 8b: Provide the specific guidance and copies/links to each applicable directive.

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d. Response 8b: DA PAM 623-3, chapters 2,3, and 4. Procedural tables specific to HT/WT entry requirements and entry of non-rated codes:

https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1006844

AR 623-3, para 3-21 (Prohibited Comments):

https://armypubs.army.mil/ProductMaps/PubForm/Details.aspx?PUB_ID=1006070

e. Question 8c: How will promotion record files be managed to ensure inappropriate information related to birth events, weight, and associated duty absences is not included or visible to promotion board members? Alternatively, if such information can be discerned, how will that concern be mitigated so as not to adversely affect servicewomen?

f. Response 8c: See response 8a. The Army prohibits inclusion of information relating to the medical status our service members affected by pregnancy in its evaluation reports. Promotion consideration is not tied to medical status but is determined based on date of rank and Army needs. Pregnancy related information is not part of promotion record files.

g. Question 8d: Describe any other pending changes to current regulations that have been developed or are being considered to account for: (i) servicewomen's noncompliance with weight standards, (ii) lengthy maternity/parental leave, and (iii) operational deferment absences during the one-year postpartum period.

h. Response 8d: The Army is assessing policies across the board to improve the equitable management of career development and enhance advancement opportunities for women and other minority populations.

2. Conclusion. The Army is revolutionizing its human resource management to leverage data and individualize employment of the many talents within its force. A large part of this effort is acknowledging and accommodating non-traditional ways for Soldiers to contribute to the mission while still balancing family, health, and individual goals. We fully expect this new approach to enhance the service of all our Soldiers.

DAPE-MPO-S

Approved by: Director, Military Personnel
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