



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

INFORMATION PAPER

DAPE-MP
13 February 2023

SUBJECT: Information Paper on Accession of Single Custodial Parents

1. Purpose: Provide a written response to the Defense Advisory Committee on Women in Serve (DACOWITS) March 2023 Request For Information (RFI) Number 5 on the service's single parent policies.
2. Background: In 2016, Committee made the following recommendation: The Secretary of Defense should require each of the Military Services to adopt a policy regarding accession of single custodial parents into the military to allow such accessions when facts, circumstances, and occupational requirements would allow, and when the Military Services would benefit. At the time, the Air Force allowed single parent applicants (both male and female) to join via a waiver with up to three dependents whereas the other Services only allowed male applicants to join with a waiver. Female applicants were required to sign over custody of any minor children for the duration of their first enlistment to join the military.
3. Discussion: The Committee requests an update via a written response from the Army, Navy, Marine Corps, Department of the Air Force, and Coast Guard on the following:
 - a. Question 5a: The status of your Service's single parent policies regarding male and female applicant's ability to join via a waiver and the details of these policies.
 - b. Answer 5a:
 - 1) Regular Army applicants. Army policy prohibits the enlistment of single custodial parents (male and female), if they have custody of a dependent under age 18. Waivers are not considered. AR 601-210 (Enclosure 1)
 - 2) Reserve Component (US Army Reserve and Army National Guard) applicants. Army policy allows the Army Reserve and Army National Guard to consider waivers for single custodial parents who have custody of a dependent under age 18. Approval authority is the CG, USAREC for US Army Reserve applicants and the State's Adjutant General for Army National Guard applicants. AR 601-210 (Enclosure 1)
 - c. Question 5b: The status of your Service's single parent policies regarding male and female applicant's ability to commission via Reserve Officers' Training Corps (ROTC), Officer Candidate School (OCS), Direct Commission Officer (DCO) programs, etc.
 - d. Answer 5b:

1) The criteria for determining eligibility for ROTC is outlined in AR 145-1, paragraph 3-9, dated 22 July 1996. On 21 June 2014, the DCS G-1 delegated authority to grant waivers for:

- a. Married ROTC applicants who have more than three dependents, including the spouse;
- b. Divorced or sole parent ROTC applicants who are required to pay child support;
- c. In cases where an unmarried applicant has one or more dependents under the age of 18, such as prior service or green-to-gold applicants. In cases where the applicant has a spouse in a military component of any armed service (excluding members of the Individual Ready Reserve; those do not require waivers) who has one or more dependents under the age of 18; and
- d. In cases where a husband and wife team has one or more dependents under the age of 18.
- e. Additionally, family care plans must be executable and be valid within one year of approval. The Professor of Military Science will ensure the family care plan remains current, and a copy maintained by USACC. Documentation must validate that both biological and legal parents of all children involved concur with the family care plan prior to approval. Dependency waivers and exceptions to policy will only be granted to individuals who have demonstrated responsibility and leadership skills.

2) There are no current policies or restrictions regarding male and female applicant's ability to commission through DCO programs or OCS.

e. Question 5c: The status of the Military Service Academies implementation of the CADET ACT outlined in the National Defense Authorization Act (NDAA) for FY22, which ensures cadets and midshipmen preserve parental guardianship rights and can become commissioned officers while raising a family.

f. Answer 5c: Upon receipt of the impending Directive Type Memorandum (DTM) regarding parental guardianship rights for Cadets and Midshipmen, USMA will implement required policy changes in a two phased approach.

1) Phase 1 (Interim): Implementation of an update to United States Corps of Cadets (USCC) policy memorandum procedures and instructions in cases of Cadet pregnancies (currently USCC Policy CC-20-12). Given the scope of change, this policy memorandum may be transitioned to a United States Military Academy (USMA) Policy through the revision process.

2) Phase 2 (Permanent): On-going USMA internal revision to AR 150-1 will incorporate updated DoD cadet parental guardianship policy.

4. Army single custodial parent policy is gender neutral and serves to minimize the impact on unit readiness both during training and at operational units.

Prepared by: Accessions Division
Approved by: Director of Military
Personnel Management

Encls:

Enclosure 1: AR 601-210 extract AR 601-210

Enclosure 2: AR 145-1

Enclosure 3: G-1 Memo dtd 24 Jun 14 "Delegation of Authority for Senior Reserve Officers' Training Cops (SROTC) Dependency Waivers and Exception to Policy

Enclosure 4: G-1 memo dtd 9 Sep 21 "Memorandum of Instruction - Direct Commission Selection Board for Officers Up to the Grade of Colonel (Other Than Special Branches)"