

SUBJ: DACOWITS RFI #5 – March 2023 QBM

FROM: The Office of Military Personnel (CG-133), Coast Guard Recruiting Command (CGRC), the United States Coast Guard Academy (CGA)

TO: DACOWITS Committee

THRU: The Office of Diversity & Inclusion (CG-1D1)

GENDER INTEGRATION

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 in order to join the military.

*The Committee requests a **written response** from the **Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard** on the following:*

DACOWITS:

- a. The status of your Services' single parent policies regarding male and female applicant's ability to join via a waiver and the details of these policies.
- b. The status of your Services' single parent policies regarding male and female applicant's ability to commission via the Military Service Academies, Reserve Officers' Training Corps (ROTC), Officer Candidate School (OCS), Direct Commission Officer (DCO) programs, etc.
- c. 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.
- d. Provide copies of these policies and instructions for both officer and enlisted applicants.

CG Response:

- a. Male and female applicants who are single parents are eligible to apply with an approved waiver and notarized, satisfactory documentation of a dependent care plan with a special power of attorney to provide for the care of children in the absence of the primary custodian. Coast Guard Recruiting Command must approve the waiver, dependent care plan, and special power of attorney.

- b. Male and female applicants who are single parents are eligible to apply for commissioning programs with an approved waiver and notarized, satisfactory documentation of a dependent care plan with a special power of attorney to provide for the care of children in the absence of the primary custodian. Coast Guard Recruiting Command must approve the waiver, dependent care plan, and power of attorney.
- c. The Coast Guard Academy is aware of the CADET Act, which applies to the DoD military service academies, that was included as a provision in the FY 2022 NDAA. More recently the Coast Guard Authorization Act of 2022 placed the same obligation on the Coast Guard Academy, and provided 18 months for implementation to promulgate regulations, consistent with those promulgated by DoD, to preserve parental guardianship rights of cadets. The Coast Guard Academy plans to work in concert with the DoD service academies and Coast Guard Headquarters to update the relevant Superintendent instructions to comply with the law.
- d. The All Coast Guard message, "Update to Recruiting Manual to Address Accession Barriers (ALCOAST 437/22)," captures updates to Commandant Instruction Manual, 1100.2 (Series), Coast Guard Recruiting Manual, to address accession barriers to applicants who are single parents.